

## **Testimony in Support of HB0582**

### **Labor and Employment – Exemptions From Overtime Pay – Administrative, Executive, or Professional Capacity**

**February 11, 2025**

**To:** Honorable Chair CT Wilson, Vice Chair Brian Crosby, and members of the House Economic Matters Committee

**From:** Kayla Mock, Political & Legislative Director  
United Food and Commercial Workers Union Local 400

Chair Wilson and members of the House Economic Matters Committee, I appreciate the chance to share my testimony on behalf of our over 10,000 members in Maryland, working in grocery, retail, food distribution, law enforcement, health care, and cannabis. Through collective bargaining, our members raise the workplace standards of wages, benefits, safety, and retirement for all workers. Union members are critical to the addressing inequality and uplifting the middle class.

### **We strongly support HB058.**

In July 2024, the Biden Harris Administration enacted a rule that increased the earnings threshold to require employees to qualify for exempt status regarding overtime. Effective July 5, 2025, the overtime requirement will be for those making \$1,128 a week, or \$58,656 a year.

If a salaried worker making \$1,128 a week works 40 hours (which on average a salaried worker works more than 40 hours a week), their average hourly rate of pay is \$28.20 an hour. According to the MIT Living Wage Calculator, a worker in Anne Arundel County Maryland with no children must earn \$27.68 to support themselves. If they have one child, that goes up to \$48.31.

It is essential to increase the overtime threshold and codify it into Maryland law.

Then Secretary of Labor Julie Su said, “This rule will restore the promise to workers that if you work more than 40 hours in a week, you should be paid more for that time. Too often, lower-paid salaried workers are doing the same job as their hourly counterparts but are spending more time away from their families for no additional pay. That is unacceptable. The Biden-Harris administration is following through on our promise to raise the bar for workers who help lay the foundation for our economic prosperity.”

We acknowledge and appreciate the good work of the Maryland legislature to protect its most vulnerable citizens from the current administration. President Trump has openly shown his disdain for overtime, saying ““I know a lot about overtime. I hated to give overtime. I hated it. I’d get other people, I shouldn’t say this, but I’d get other people in. I wouldn’t pay.”

It is imperative that Maryland codify rules that enacted by a previous worker friendly administration into state law.

**For all of these reasons, on behalf of our members and all of Maryland working people, we urge a favorable report on HB0582**