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Ways and Means Committee

*Subcommittees*

Education

Revenues



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**THE MARYLAND HOUSE OF DELEGATES**  
**ANNAPOLIS, MARYLAND 21401**

**HB 582: Labor and Employment - Exemptions From Overtime Pay -  
Administrative, Executive, or Professional Capacity**

Economic Matters Committee

Thursday, February 13, 2025 1:00PM

Chairman Wilson, Vice Chair Crosby, Members of the Economic Matters Committee:

HB 582 raises the overtime eligibility threshold for salaried workers in Maryland to \$58,656 annually. This makes more Marylander workers eligible to receive compensation for their overtime work.

The Department of Labor under the Biden Administration sought to raise the threshold to \$58,656, but was struck down by a Trump-appointed judge in Texas. This ruling barred approximately 4 million Americans from becoming eligible for overtime pay for their overtime work.

Our state has the opportunity to match the threshold increase prior to the judge's ruling, allowing more Marylanders to be eligible for hard earned compensation for overtime work.

The Committee must also consider the potential for the current federal administration to further lower overtime thresholds for salaried workers, or eliminate these protections entirely.

In addition to raising the threshold, HB582 would for the first time codify the overtime salary threshold for Maryland workers. This bill provides flexibility in the case the federal government raises the overtime salary threshold under future administrations.

**I urge the committee to give a favorable report on HB 582.**