



MARYLAND STATE & D.C. AFL-CIO

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**HB 582 - Labor and Employment - Exemptions From Overtime Pay - Administrative, Executive, or Professional Capacity
House Economic Matters Committee
February 13, 2025**

SUPPORT

**Donna S. Edwards
President
Maryland State and DC AFL-CIO**

Chairman and members of the Committee, thank you for the opportunity to submit testimony in support of HB 582. My name is Donna S. Edwards, and I am the President of the Maryland State and District of Columbia AFL-CIO. On behalf of Maryland's 300,000 union members, I offer the following comments.

HB 582 codifies the federal rules for duties required for an employee to be considered a bona fide EAP employee and increases the salary threshold for expanding overtime protections for workers.

Currently under Maryland's Wage and Hour Law rules applying to administrative, executive, or professional employees is linked to federal guidelines. HB 582 reflects the intention of the U.S. Department of Labor rules regarding overtime for salaried employees.

The Heritage Foundation and businesses declared that paying EAP employees for the overtime they are giving to the employer will reduce base pay, eliminate jobs and restrict hours (all within the control of the employer). HB 582 recognizes the valuable contributions that employees are giving to their employer by paying them earned salaries which has a direct positive impact on Maryland's state and local budget revenues.

Fair pay policies benefit workers and businesses alike, enhancing productivity, fostering a healthy work environment, and strengthening labor practices. This bill creates a fairer labor market and supports an equitable economy.

For these reasons, urge a favorable vote on HB 582.