



NFIB-Maryland – 60 West St., Suite 101 – Annapolis, MD 21401 – www.NFIB.com/Maryland

TO: House Government, Labor & Elections Committee

FROM: NFIB – Maryland

DATE: February 19, 2026

RE: **OPPOSE HOUSE BILL 69** – Labor and Employment – Exemption From Overtime Pay – Administrative, Executive, or Professional Capacity

Founded in 1943, NFIB is the voice of small business, advocating on behalf of America’s small and independent business owners, both in Washington, D.C., and in all 50 state capitals. With more than 250,000 members nationwide, and nearly 4,000 here in Maryland, we work to protect and promote the ability of our members to grow and operate their business.

On behalf of Maryland’s small businesses, NFIB opposes House Bill 69 – legislation that raises the salary threshold for exemption status from the state’s overtime law.

The cost implication of this bill hits especially hard for Maryland small business owners. The current overtime salary threshold is generally \$684 per week. The change in HB69 represents a 41% increase to small businesses when fully implemented.

While state specific data is not available for Maryland, 32% of small business owners reported raising compensation in January, up 1 point from December, in the most recent [NFIB Jobs Report](#). A net 22% (seasonally adjusted) plan to raise compensation in the next three months.

Despite this good news, it’s important to point out that small business owners ranked “Dealing with IRS/State Tax Agencies” 24th on the “Measures of Small Business Problem Importance” in the most recent [Problems & Priorities](#) report by NFIB. It also ranked “Minimum Wage/”Living Wage” 25th in that report. Legislation like HB69 hits especially hard on small businesses as they struggle balancing what they can afford with government mandates.

House Bill 69 must also be looked at through a lens of employer cost increases. Since 2018, Maryland small business owners have been saddled with the following: employer-paid sick leave (2018), minimum wage increases (2019 & 2024), personal income tax hikes (2025), paid leave insurance (effective 2027), and numerous fee and licensure increases. Taken together and

we see why Maryland ranks as one of the [worst states to start a business](#), [highest for cost of doing business](#), and [least competitive for tax purposes](#).

For these reasons, **NFIB opposes HB69** and requests an unfavorable report.