



Delegate Melissa Wells, Chair
142 Lowe House Office Building
6 Bladen Street
Annapolis, MD 21401

February 19, 2026

RE: HB 69 – FAVORABLE WITH AMENDMENTS – Labor and Employment – Exemptions From Overtime Pay – Administrative, Executive, or Professional Capacity

Dear Chair Wells and Members of the Committee:

The Maryland Transportation Builders and Materials Association (“MTBMA”) has been and continues to serve as the voice for Maryland’s construction transportation industry since 1932. Our association is comprised of 250 members. MTBMA encourages, develops, and protects the prestige of the transportation construction and materials industry in Maryland by establishing and maintaining respected relationships with federal, state, and local public officials. We proactively work with regulatory agencies and governing bodies to represent the interests of the transportation industry and advocate for adequate state and federal funding for Maryland’s multimodal transportation system.

House Bill 69 would revise Maryland’s overtime pay exemptions for employees classified as working in an administrative, executive, or professional capacity. The bill sets specific criteria that employees must meet to be exempt from overtime, including those paid on salary or a fee basis at specific minimum levels increasing annually through 2031. The bill retains a few existing exemptions for agricultural workers and outside sales employees but tightens standards for administrative, executive, and professional classifications.

This bill raises overtime costs and compliance risk by narrowing exemptions beyond Federal standards, increasing labor costs for transportation employers. MTBMA requests the bill be amended to align with Federal standards with slower phase-ins or higher thresholds for professional roles. We also ask for an exemption for construction and transportation project management functions.

With these amendments, we are happy to support HB 69. Thank you for your time.

Thank you,

A handwritten signature in black ink, appearing to read "Michael Sakata", is written over a thin, light-colored line.

Michael Sakata
President and CEO
Maryland Transportation Builders and Materials Association