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HB 69 – Labor and Employment – Exemptions from Overtime Pay – Administrative, Executive, or Professional Capacity

House Government, Labor, and Elections Committee

February 19, 2026

SUPPORT

Donna S. Edwards

President

Madame Chair and members of the Committee, thank you for the opportunity to submit testimony in support of HB 69. On behalf of our 700 affiliated unions, I offer the following comments.

HB 69 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 69 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 69 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 69.



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