An Act To Restore Overtime Protections for Maine Workers

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ROBERT B. HUNT
Clerk

Presented by Representative TALBOT ROSS of Portland.
Be it enacted by the People of the State of Maine as follows:

Sec. 1. 26 MRSA §663, sub-§3, ¶K, as amended by PL 2009, c. 529, §2, is further amended to read:

K. A salaried employee who works in a bona fide executive, administrative or professional capacity and whose regular compensation, when converted to an annual rate, meets or exceeds 3000 times the State's minimum hourly wage or the rate established in this paragraph or the annualized rate established by the United States Department of Labor under the federal Fair Labor Standards Act, whichever is higher; Beginning October 1, 2021, the rate is $33,000; beginning January 1, 2022, the rate is $40,408; beginning January 1, 2023, the rate is $47,816; and beginning January 1, 2024, the rate is $55,224. On January 1, 2025, and each year thereafter, the rate must be increased by the percentage annual increase, if any, in the 2nd quartile of usual weekly earnings for employed full-time wage and salary workers as published by the United States Department of Labor, Bureau of Labor Statistics, or its successor agency, with the amount of the rate increase rounded to the nearest dollar; and

SUMMARY

This bill annually raises the minimum salary that an employee who works in an executive, administrative or professional capacity must earn in order for that employee to be exempt from the laws governing the minimum wage and overtime pay until it is $55,224 on January 1, 2024. The bill provides for an annual adjustment, beginning January 1, 2025, based on the percentage annual increase in certain earnings as published by the United States Department of Labor, Bureau of Labor Statistics.