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Legislative Document

No. 607

H.P. 443

House of Representatives, March 1, 2021

An Act To Restore Overtime Protections for Maine Workers

Received by the Clerk of the House on February 25, 2021. Referred to the Committee on Labor and Housing pursuant to Joint Rule 308.2 and ordered printed pursuant to Joint Rule 401.

A handwritten signature in cursive script that reads "R B. Hunt".

ROBERT B. HUNT
Clerk

Presented by Representative TALBOT ROSS of Portland.

1 **Be it enacted by the People of the State of Maine as follows:**

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

4 K. A salaried employee who works in a bona fide executive, administrative or
5 professional capacity and whose regular compensation, when converted to an annual
6 rate, meets or exceeds 3000 times the State's minimum hourly wage or the rate
7 established in this paragraph or the annualized rate established by the United States
8 Department of Labor under the federal Fair Labor Standards Act, whichever is higher.
9 Beginning October 1, 2021, the rate is \$33,000; beginning January 1, 2022, the rate is
10 \$40,408; beginning January 1, 2023, the rate is \$47,816; and beginning January 1,
11 2024, the rate is \$55,224. On January 1, 2025, and each year thereafter, the rate must
12 be increased by the percentage annual increase, if any, in the 2nd quartile of usual
13 weekly earnings for employed full-time wage and salary workers as published by the
14 United States Department of Labor, Bureau of Labor Statistics, or its successor agency,
15 with the amount of the rate increase rounded to the nearest dollar; and

16 **SUMMARY**

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