



To Lead, Advocate and Connect as the Voice of Business

**HOUSE BILL 665: Labor and Employment - Exemptions From Overtime Pay -
Administrative, Executive, or Professional Capacity**

ECONOMIC MATTERS COMMITTEE

FEBRUARY 21, 2017

OPPOSE

The Montgomery County Chamber of Commerce ("MCCC"), as the voice of Montgomery County business, **opposes House Bill 665** which alters the conditions under which an individual who works in a specified administrative, executive, or professional capacity qualifies for an exemption from overtime pay; requires that individuals be compensated on a salary basis at a specified rate or amount to qualify as an individual who is employed in an administrative, executive, or professional capacity; etc.

Employers in Maryland are already facing unprecedented requirements at the local and state level regarding their employees. There has been little regard to the cumulative impact that these rapid changes will have on the profitability, and therefore viability, of a business. The changes proposed at the federal level for overtime pay are still being deliberated and while it is unlikely that there will be any substantive changes in federal policy in the near-term, we believe this is not the appropriate time to pursue a similar approach at a state level.

For these reasons, we request a **unfavorable report** on House Bill 665.

The Montgomery County Chamber of Commerce (MCCC) accelerates the success of our members by advocating for increased business opportunities, strategic investment in infrastructure and balanced tax reform to advance Metro Maryland as a regional, national and global location for business success. Established in 1959, MCCC is an independent non-profit membership organization and is proud to be a Montgomery County Green Certified Business.

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