# MAINE STATE LEGISLATURE

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# 132nd MAINE LEGISLATURE

## FIRST REGULAR SESSION-2025

| **Legislative Document** | **No. 599** |
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| S.P. 283 | In Senate, February 25, 2025 |

### An Act to Codify the Federal Salary Threshold for Overtime Pay

Received by the Secretary of the Senate on February 19, 2025.  Referred to the Committee on Labor pursuant to Joint Rule 308.2 and ordered printed.

DAREK M. GRANT
Secretary of the Senate

Presented by Senator TIPPING of Penobscot.
Cosponsored by Representative ARCHER of Saco and
Representatives: BECK of South Portland, GEIGER of Rockland, MACIAS of Topsham,
ROEDER of Bangor, SATO of Gorham.

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, exceeds ~~3000 times the State's minimum hourly wage or the annualized rate~~
7        ~~established by the United States Department of Labor under the federal Fair Labor~~
8        ~~Standards Act, whichever is higher; and~~ the highest of:

9            (1)  Three thousand times the State's minimum hourly wage as determined in
10           section 664, subsection 1;

11           (2)  A salary level of $58,656 per year;

12           (3)  The 35th percentile of weekly earnings for full-time salary workers in the
13           lowest-wage census region as published by the United States Department of Labor,
14           Bureau of Labor Statistics, or its successor agency, as of July 1, 2027, and
15           calculated every 3 years thereafter; and

16           (4)  The annualized rate established by the United States Department of Labor
17           under the federal Fair Labor Standards Act; and

18                                      **SUMMARY**

19       This bill codifies the federal paid overtime salary threshold for a salaried employee by
20   adding the salary level of $58,656 per year and the 35th percentile of weekly earnings for
21   full-time salary workers in the lowest-wage census region as published by the United States
22   Department of Labor, Bureau of Labor Statistics, or its successor agency, to the existing
23   provision that details the compensation amounts in order for a salaried employee to be
24   exempt from the laws governing minimum wage and overtime pay.