



2023-2024 General Assembly

HOUSE BILL 600: Regulatory Reform Act of 2023, Sec. 28: Exempt Minor League Baseball Players Employed under a Collective Bargaining Agreement from State Minimum Wage, Overtime, and Record Keeping Requirements

Committee:
Introduced by:
Analysis of: Sec. 28 of S.L. 2023-137

Date: December 11, 2023
Prepared by: Kyle Evans
Staff Attorney

OVERVIEW: *Section 28 of S.L. 2023-137 exempts minor league baseball players employed under a collective bargaining agreement from State minimum wage, overtime, and record keeping requirements.*

This bill was vetoed by the Governor on October 2, 2023, and that veto was overridden by the General Assembly on October 10, 2023. This section became effective on January 1, 2024.

CURRENT LAW & BILL ANALYSIS:

Employees who work for employers with at least two employees and that meet either of the following conditions are covered by the federal Fair Labor Standards Act (FLSA):

- The employer has an annual dollar volume of sales or business of at least \$500,000.
- The employer is a hospital, a provider of medical or nursing care for residents, a school, a preschool, or a government agency.

The FLSA requires that covered employers pay their employees at least the federal minimum wage and overtime pay (i.e., at time and one-half the regular rate of pay after 40 hours in a workweek), except for certain classes of exempt employees. States can elect to either apply the federal exemptions or to apply minimum wage and overtime requirements that are more protective than the FLSA.

In 2018, the United States Congress enacted the Save America's Pastime Act, which exempts baseball players from federal minimum wage and overtime requirements if compensated under a contract that provides a weekly salary at a rate not less than a weekly salary equal to the federal minimum wage for a 40-hour workweek, irrespective of the number of hours the employee devotes to baseball related activities.

Section 28 exempts minor league baseball players employed under a collective bargaining agreement from State minimum wage, overtime, and record keeping requirements.

EFFECTIVE DATE: This bill was vetoed by the Governor on October 2, 2023, and that veto was overridden by the General Assembly on October 10, 2023. This section became effective on January 1, 2024.

Aaron McGlothlin, LAD, substantially contributed to this summary.

Jeffrey Hudson
Director



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Legislative Analysis
Division
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