



January 31, 2025

The Honorable Tina Kotek
Governor, State of Oregon

The Honorable Rob Wagner
Senate President, Oregon State Senate

The Honorable Julie Fahey
House Speaker, Oregon House of Representatives

Dear Governor Kotek, Senate President Wagner, and Speaker Fahey:

On behalf of Major League Baseball and its thirty Clubs (collectively “MLB”) and the Major League Baseball Players Association (the “Players Association”), the labor union representing all domestic Minor League Players employed by an MLB Club (“Players”), we write to clarify our joint position on the treatment of Minor League Players represented by the Players Association under various wage and hour laws.

We write to express our joint support for legislation that would provide a narrowly tailored exemption from wage and hour laws (including minimum wage, overtime and recordkeeping requirements) that otherwise could apply to Players, in deference to the compensation and benefit provisions of the new collective bargaining agreement negotiated by the Players Association, on behalf of Players, and MLB, (“Minor League CBA”), provided the exemption would only apply to Players during the period in which they are compensated pursuant to the terms of the CBA.

The new Minor League CBA treats Players as salaried employees in which they receive weekly salaries throughout the calendar year (with the exception of a brief period around the holidays when Players are off and not permitted to perform work for their Clubs). Other benefits Players will receive under the Minor League CBA include but are not limited to health benefits, retirement benefits, housing benefits, and salary continuation in the event of disability resulting from a work-related injury. For this reason, we agree that Players who are receiving the compensation and benefits negotiated by the parties as set forth in our Minor League CBA covering the 2023-2027 seasons should be treated as “exempt” salaried professionals and, as such, need no recourse to sue for minimum wage, overtime and recordkeeping violations for the duration of the Minor League CBA.

A blue ink signature of Daniel Halem, written in a cursive style.

Daniel Halem
Deputy Commissioner
Major League Baseball

A blue ink signature of Tony Clark, written in a cursive style.

Tony Clark
Executive Director
Major League Baseball Players Association