

3202

Form Letter B 121-132

RECEIVED
JAN 14 2020
Independent Regulatory Review Commission

Kathy Cooper

**From:** justyn woznicki <user@votervoice.net>  
**Sent:** Tuesday, January 14, 2020 2:56 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

CAUTION: \*\*EXTERNAL SENDER\*\* This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear The Review Commission,

As a small business owner in Pennsylvania, I am writing in opposition to the Department of Labor and Industry's proposal to dramatically increase the salary threshold for employee overtime eligibility. As you may be aware, the Independent Regulatory Review Commission asked the Wolf Administration to address concerns that were brought up by businesses, nonprofits, and colleges. The revised rule is only moderately different from the original rule.

The proposed increase in the state threshold from an annual salary of \$35,568 to \$45,500 over two years will be especially hard on small businesses like mine and their employees. It will limit the flexibility we can offer them now with hours, benefits, and pay. It will affect the morale of employees at my business by forcing them back to punching a time clock, which will also impact my business' quality, customer service, and reputation.

Further, the proposal seriously underestimates the costs to comply because it doesn't consider the higher costs to small businesses of state mandates like this. Higher costs will force businesses like mine to cut back the hours and pay of the very employees the change is intended to help.

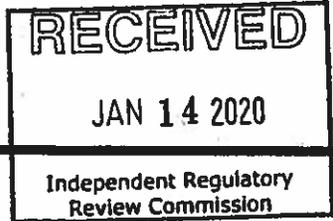
The proposal to automatically increase the threshold every three years after it takes effect will make employee salary costs uncertain for businesses like mine and make it virtually impossible to plan, especially in an economic downturn.

Small businesses can't afford the loss of flexibility and the increased cost of such a substantial increase in the overtime threshold. It will ultimately reduce benefits and career opportunities for my employees. Because of the dire impact it will have on businesses like mine and their employees, the Independent Regulatory Review Commission should disapprove of the rule.

Sincerely,

justyn woznicki  
40 S Vine St  
Hazleton, PA 18201  
shopgrandcentral@yahoo.com

3202



**Kathy Cooper**

**From:** Wesley HUseal <wes@profaceinc.com>  
**Sent:** Tuesday, January 14, 2020 2:53 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Wesley HUseal  
3265 Lewisberry Rd  
York, PA 17404  
wes@profaceinc.com

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JAN 14 2020

**Kathy Cooper**

Independent Regulatory  
Review Commission

**From:** Edward Jocham <edj@eaglegraphic.com>  
**Sent:** Tuesday, January 14, 2020 2:52 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Edward Jocham  
150 N Moyer St  
Annville, PA 17003  
edj@eaglegraphic.com

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JAN 14 2020  
Independent Regulatory  
Review Commission

**Kathy Cooper**

**From:** Brian Larson <brian@larsonkellett.com>  
**Sent:** Tuesday, January 14, 2020 2:53 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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The proposed increase in the state threshold from an annual salary of \$35,568 to \$45,500 over two years will be especially hard on small businesses like mine and their employees. It will limit the flexibility we can offer them now with hours, benefits, and pay. It will affect the benefits we offer all employees because of increased costs.

Further, the proposal seriously underestimates the costs to comply because it doesn't consider the higher costs to small businesses of state mandates like this. Higher costs will force businesses like mine to cut back the hours and pay of the very employees the change is intended to help.

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Sincerely,

Brian Larson  
1101 Nicely Ave  
Montoursville, PA 17754  
brian@larsonkellett.com

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JAN 14 2020

**Kathy Cooper**

Independent Regulatory  
Review Commission

**From:** Tim Stenger <user@votervoice.net>  
**Sent:** Tuesday, January 14, 2020 2:47 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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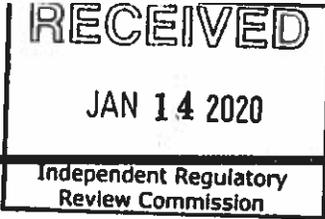
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Sincerely,

Tim Stenger  
30 Field View Ct  
Greencastle, PA 17225  
stenger\_tim@yahoo.com

3202



**Kathy Cooper**

**From:** Michael Trimboli <mike@highlandsheating.com>  
**Sent:** Tuesday, January 14, 2020 2:25 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Michael Trimboli  
1177 Buchanan Rd  
White, PA 15490  
mike@highlandsheating.com

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Kathy Cooper

Independent Regulatory  
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**From:** Troy Billet <tbillet@billet-industries.com>  
**Sent:** Tuesday, January 14, 2020 2:26 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Troy Billet  
247 Campbell Rd  
York, PA 17402  
tbillet@billet-industries.com

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JAN 14 2020

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Review Commission

**Kathy Cooper**

**From:** Curtis Burkholder <curtis@barewealthadvisors.com>  
**Sent:** Tuesday, January 14, 2020 2:21 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Curtis Burkholder  
14 Hoover Ln  
Leola, PA 17540  
curtis@barewealthadvisors.com

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Kathy Cooper

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Review Commission

**From:** Adam Bennett <adam@adambennettinsurance.com>  
**Sent:** Tuesday, January 14, 2020 2:24 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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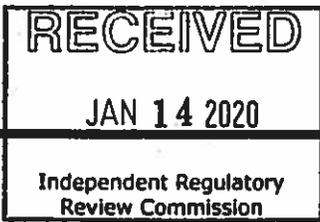
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Sincerely,

Adam Bennett  
208 Allison St  
Sayre, PA 18840  
adam@adambennettinsurance.com

3707



**Kathy Cooper**

**From:** Anthony Miller <info@transloggt.com>  
**Sent:** Tuesday, January 14, 2020 3:07 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Anthony Miller  
1699 Grantley Rd  
York, PA 17403  
info@transloggt.com

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RECEIVED  
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**Kathy Cooper**

**From:** John Driver <sales@westbranchrental.com>  
**Sent:** Tuesday, January 14, 2020 3:02 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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As the owner of West Branch Rental, we have several people on our payroll that will be directly affected. Most likely these employees will face reduced hours and potentially less take home pay. As a small business owner, these regulations are overly burdensome and make it difficult to comply with. I urge you to not implement this new overtime Regulation. This will have a negative impact on all small business' state wide.

Sincerely,

John Driver  
228 Beck St  
Lewisburg, PA 17837  
sales@westbranchrental.com

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JAN 14 2020  
Independent Regulatory  
Review Commission

**Kathy Cooper**

**From:** David Kennedy <dave@firstcreditresources.com>  
**Sent:** Tuesday, January 14, 2020 3:10 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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The proposal to automatically increase the threshold every three years after it takes effect will make employee salary costs uncertain for businesses like mine and make it virtually impossible to plan, especially in an economic downturn. It will force me to reduce the number of employees I have and I will have to reduce the amount of benefits I provide. Right now I pay 100% of my employees medical and dental benefits in addition I have a very liberal PTO policy all of this will dramatically change or disappear. My employee surveys which are done through a third party for anonymity show they are happy with their salaries and cherish their benefits do not destroy a good thing.

Small businesses can't afford the loss of flexibility and the increased cost of such a substantial increase in the overtime threshold. It will ultimately reduce benefits and career opportunities for my employees. Because of the dire impact it will have on businesses like mine and their employees, the Independent Regulatory Review Commission should disapprove of the rule.

Sincerely,

David Kennedy  
1466 Frankstown Rd  
Johnstown, PA 15902  
dave@firstcreditresources.com