

3202

Form Letter B | 33 - 139

Kathy Cooper

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JAN 14 2020

Independent Regulatory
Review Commission

From: Brad Mahoney <user@votervoice.net>
Sent: Tuesday, January 14, 2020 3:22 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,

Brad Mahoney
85 Gray Fox Rd
Mill Hall, PA 17751
puffsupervalue16@yahoo.com

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JAN 14 2020

Kathy Cooper

Independent Regulatory
Review Commission

From: Cory Ober <obercory@hotmail.com>
Sent: Tuesday, January 14, 2020 2:31 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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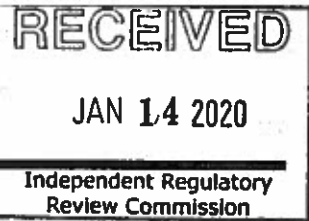
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Sincerely,

Cory Ober
110 Queen Annes Way
Ephrata, PA 17522
obercory@hotmail.com

B

3202



Kathy Cooper

From: Lou Iatarola <lmioftacony@comcast.net>
Sent: Tuesday, January 14, 2020 2:55 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Lou Iatarola
4600 Tyson Ave
Philadelphia, PA 19135
lmioftacony@comcast.net

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Kathy Cooper

Independent Regulatory
Review Commission

From: Hillis Kaltenbaugh <cqgopher@gmail.com>
Sent: Tuesday, January 14, 2020 3:05 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Hillis Kaltenbaugh
138 Shannon Rd
Renfrew, PA 16053
cqgopher@gmail.com

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JAN 14 2020
Independent Regulatory
Review Commission

Kathy Cooper

From: Bruce J Lutz, J <qualitypavementllc@gmail.com>
Sent: Tuesday, January 14, 2020 3:44 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Bruce J Lutz
PO BOX 107
WERNERSVILLE, PA 19565
qualitypavementllc@gmail.com

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JAN 14 2020
Independent Regulatory
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Kathy Cooper

From: Jeff Smith <eartharmor@gmail.com>
Sent: Tuesday, January 14, 2020 3:52 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Jeff Smith
2169 Tingley St
Kingsley, PA 18826
eartharmor@gmail.com

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JAN 14 2020

Kathy Cooper

Independent Regulatory
Review Commission

From: Robert Fowler <8001diesel@gmail.com>
Sent: Tuesday, January 14, 2020 2:19 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Robert Fowler
758 Longacre Rd
Mount Pleasant Mills, PA 17853
8001diesel@gmail.com