

Stephen Hoffman

# 3202 Form Letter B 140-151

**From:** Art King <Kings5@Consolidated.net>  
**Sent:** Tuesday, January 14, 2020 10:10 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,

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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 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.

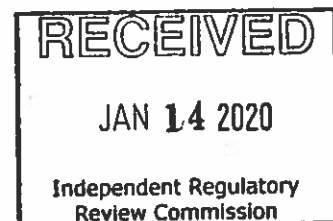
Further, the proposal seriously underestimates the costs to comply because it doesn't consider the higher costs to small businesses of state mandates like this. Higher costs will force businesses like mine to cut back the hours and pay of the very employees the change is intended to help.

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,

Art King  
125 Ida Ln  
Valencia, PA 16059  
Kings5@Consolidated.net



## Stephen Hoffman

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**From:** lynn brion <brion589869@gmail.com>  
**Sent:** Tuesday, January 14, 2020 9:51 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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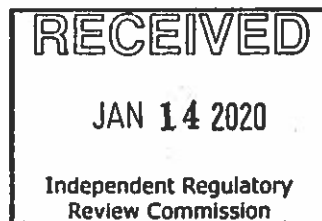
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Sincerely,

lynn brion  
1585 Brion Rd  
Liberty, PA 16930  
brion589869@gmail.com



## Stephen Hoffman

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**From:** MATTHEW STOLTZFUS <millwoodpuppies@hotmail.com>  
**Sent:** Tuesday, January 14, 2020 9:23 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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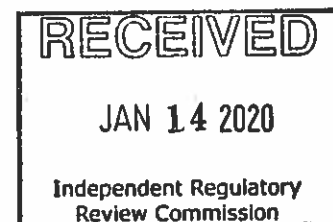
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Sincerely,

MATTHEW STOLTZFUS  
346 Millwood Rd  
Gap, PA 17527  
millwoodpuppies@hotmail.com



## Stephen Hoffman

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**From:** Gerald Zimmerman <gerald@zimmermanexcavating.net>  
**Sent:** Wednesday, January 15, 2020 8:38 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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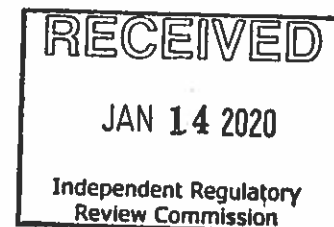
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Sincerely,

Gerald Zimmerman  
1179 Heidelberg Ave  
Schaefferstown, PA 17088  
gerald@zimmermanexcavating.net



## Stephen Hoffman

---

**From:** Jeff Kozak <user@votervoice.net>  
**Sent:** Tuesday, January 14, 2020 8:20 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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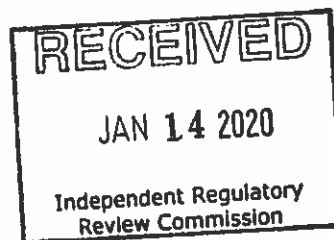
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Sincerely,

Jeff Kozak  
2250 Foulkes Mill Rd  
Quakertown, PA 18951  
jdcabinetmaker@aol.com



## Stephen Hoffman

---

**From:** Jeff Bridgman <user@votervoice.net>  
**Sent:** Tuesday, January 14, 2020 7:59 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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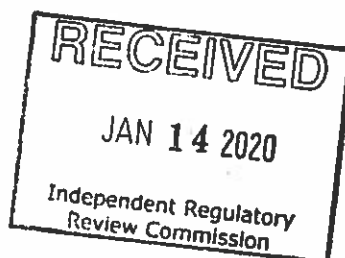
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Sincerely,

Jeff Bridgman  
14 Franklin Church Rd  
Dillsburg, PA 17019  
jrbantq@ptd.net



## Stephen Hoffman

---

**From:** Philip DeCubellis <3dcustom@gmail.com>  
**Sent:** Tuesday, January 14, 2020 5:49 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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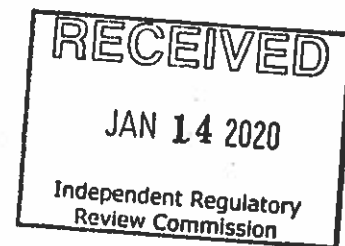
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Sincerely,

Philip DeCubellis  
210 Birchland Ave  
Mount Joy, PA 17552  
3dcustom@gmail.com



## Stephen Hoffman

---

**From:** Robert Savolskis <rfskis@savolskiscpa.com>  
**Sent:** Tuesday, January 14, 2020 5:32 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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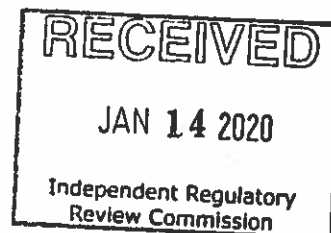
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Sincerely,

Robert Savolskis  
2655 Scrubgrass Rd  
Grove City, PA 16127  
rfskis@savolskiscpa.com





## Stephen Hoffman

---

**From:** Ed Everdale <ed.everdale@comcast.net>  
**Sent:** Tuesday, January 14, 2020 5:11 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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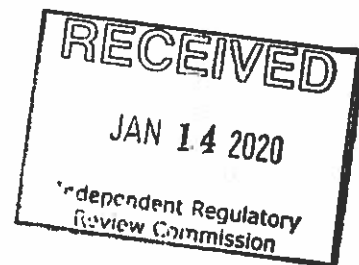
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Sincerely,

Ed Everdale  
210 Deerfield Dr  
Pottsville, PA 17901  
ed.everdale@comcast.net



## Stephen Hoffman

---

**From:** russell reitz <russ.reitz.buxt@statefarm.com>  
**Sent:** Tuesday, January 14, 2020 4:45 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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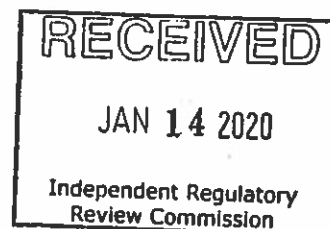
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Sincerely,

russell reitz  
2549 Lick Run Rd  
Williamsport, PA 17701  
russ.reitz.buxt@statefarm.com



3202 Form Letter B.

RECEIVED

JAN 14 2020

Kathy Cooper

Independent Regulatory  
Review Commission

**From:** Tammy Robbins <user@votervoice.net>  
**Sent:** Tuesday, January 14, 2020 4:12 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Tammy Robbins  
126 Kytte Hollow Rd  
Bloomsburg, PA 17815  
bozrobbins@yahoo.com