

#3202

Form Letter B1-45

**Stephen Hoffman**

**From:** T. Norton <user@votervoice.net>  
**Sent:** Wednesday, October 30, 2019 1:39 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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 \$23,660 to \$45,500 over three 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 increased cost of such a substantial increase in the overtime threshold. It will ultimately reduce benefits and career opportunities for my employees. The Department should reconsider this plan, given the dire impact it will have on businesses like mine and their employees. If not, the Independent Regulatory Review Commission should disapprove the rule and ask the Department to revise it.

Sincerely,

T. Norton  
14 Moore Rd  
Coatesville, PA 19320  
barrynorton.grants@verizon.net

RECEIVED  
IRRC  
2019 OCT 30 P 1:55

## Stephen Hoffman

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**From:** Conrad Raber <cr.doubler@gmail.com>  
**Sent:** Wednesday, October 30, 2019 1:31 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Conrad Raber  
2636 Election House Rd  
Cochranton, PA 16314  
cr.doubler@gmail.com

## Stephen Hoffman

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**From:** Galon Snyder <snydermachine@gmail.com>  
**Sent:** Wednesday, October 30, 2019 12:56 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Galon Snyder  
2692 Point Township Dr  
Northumberland, PA 17857  
snydermachine@gmail.com

## Stephen Hoffman

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**From:** Donna Rito <user@votervoice.net>  
**Sent:** Wednesday, October 30, 2019 12:50 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Donna Rito  
1426 SCALP AVE  
JOHNSTOWN, PA 15904  
Kennys3242@aol.com

## Stephen Hoffman

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**From:** Dawn Harding <user@votervoice.net>  
**Sent:** Wednesday, October 30, 2019 12:47 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Dawn Harding  
415 Upper Demunds Rd  
Dallas, PA 18612  
dawn100@ptd.net

## Stephen Hoffman

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**From:** David Hawley <user@votervoice.net>  
**Sent:** Wednesday, October 30, 2019 12:38 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

David Hawley  
158 Griffith Rd  
Muncy, PA 17756  
muncyrw@aol.com

## Stephen Hoffman

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**From:** Danielle Dupuis <user@voterveice.net>  
**Sent:** Wednesday, October 30, 2019 12:02 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Danielle Dupuis  
219 Joann Rd  
Stroudsburg, PA 18360  
danidu62@yahoo.com

## Stephen Hoffman

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**From:** Debbie Wiegel <debbie@riverjetpro.com>  
**Sent:** Wednesday, October 30, 2019 12:09 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Debbie Wiegel  
704 1/2 Elk St  
Franklin, PA 16323  
debbie@riverjetpro.com

## Stephen Hoffman

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**From:** Victor Evereklian <victor@lifeforceeldercare.com>  
**Sent:** Wednesday, October 30, 2019 12:00 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Victor Evereklian  
300 David Dr  
Havertown, PA 19083  
victor@lifeforceeldercare.com

## Stephen Hoffman

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**From:** Galen Nolt <gnoltbuilders@comcast.net>  
**Sent:** Wednesday, October 30, 2019 12:02 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

Dear The Review Commission,

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Sincerely,

Galen Nolt  
8860 Old 22  
Bethel, PA 19507  
gnoltbuilders@comcast.net

## Stephen Hoffman

---

**From:** Brent Buehler <brent@allcon.us>  
**Sent:** Wednesday, October 30, 2019 12:05 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Brent Buehler  
13374 Boot Jack Rd  
Ridgway, PA 15853  
brent@allcon.us

## Stephen Hoffman

---

**From:** Brian Moriconi <user@votervoice.net>  
**Sent:** Wednesday, October 30, 2019 11:47 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

Dear The Review Commission,

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Sincerely,

Brian Moriconi  
PO Box 487  
Northern Cambria, PA 15714  
moriconifuneralhome@verizon.net

## Stephen Hoffman

---

**From:** Bob Smeigh, Sr <user@votervoice.net>  
**Sent:** Wednesday, October 30, 2019 11:33 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Bob Smeigh  
310 Berkshire Rd  
Mechanicsburg, PA 17055  
bbob4x4@aol.com

## Stephen Hoffman

---

**From:** Timothy Gaugler <tcgaugler@msn.com>  
**Sent:** Wednesday, October 30, 2019 11:39 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

Dear The Review Commission,

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Sincerely,

Timothy Gaugler  
2331 Short Rd  
Fogelsville, PA 18051  
tcgaugler@msn.com

## Stephen Hoffman

---

**From:** R. Jeffrey Coup <jeff@coupagency.com>  
**Sent:** Wednesday, October 30, 2019 11:34 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

The proposed increase in the state threshold from an annual salary of \$23,660 to \$45,500 over three 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!

Several of our employees are paid by commissions on their production, with no relation to the hours they choose to work. We pay for results not time!

Also we live in rural Central PA where the price of everything is much lower than the more urban areas of the State.

Further, the proposal seriously underestimates the costs to comply since you are proposing rules that are different than the Federal standard!

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.

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Sincerely,

R. Jeffrey Coup  
700 Upper Market St  
Milton, PA 17847  
jeff@coupagency.com

## Stephen Hoffman

---

**From:** Jennifer Jankowski <user@votervoice.net>  
**Sent:** Wednesday, October 30, 2019 11:35 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

Dear The Review Commission,

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Sincerely,

Jennifer Jankowski  
12 S Hickory St  
Elysburg, PA 17824  
littlebritchesinc@ptd.net

## Stephen Hoffman

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**From:** Denise Mione <denisemione@gmail.com>  
**Sent:** Wednesday, October 30, 2019 11:28 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

Dear The Review Commission,

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Sincerely,

Denise Mione  
7952 Devonshire Heights Rd  
Hummelstown, PA 17036  
denisemione@gmail.com

## Stephen Hoffman

---

**From:** Patrick Kahle <patkahle@zacherlmotors.com>  
**Sent:** Wednesday, October 30, 2019 11:25 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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 \$23,660 to \$45,500 over three 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 increased cost of such a substantial increase in the overtime threshold. It will ultimately reduce benefits and career opportunities for my employees. The Department should reconsider this plan, given the dire impact it will have on businesses like mine and their employees. If not, the Independent Regulatory Review Commission should disapprove the rule and ask the Department to revise it.

Sincerely,

Patrick Kahle  
665 Borovick Rd  
Sligo, PA 16255  
patkahle@zacherlmotors.com

## Stephen Hoffman

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**From:** Skyler Coover <user@votervoice.net>  
**Sent:** Wednesday, October 30, 2019 11:24 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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 \$23,660 to \$45,500 over three 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.

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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.

Small businesses can't afford the loss of flexibility and increased cost of such a substantial increase in the overtime threshold. It will ultimately reduce benefits and career opportunities for my employees. The Department should reconsider this plan, given the dire impact it will have on businesses like mine and their employees. If not, the Independent Regulatory Review Commission should disapprove the rule and ask the Department to revise it. This bill could put our company of over 20 years out of business. Wolf will NEVER get our vote again. Nothing but a RINO.

Sincerely,

Skyler Coover  
900 Ontario Ave  
Renovo, PA 17764  
shannratch5150@yahoo.com

## Stephen Hoffman

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**From:** Mr. & Mrs. Lance Scalise <christinescalise@gmail.com>  
**Sent:** Wednesday, October 30, 2019 11:18 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Lance Scalise  
3406 Green Garden Rd  
Aliquippa, PA 15001  
christinescalise@gmail.com

## Stephen Hoffman

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**From:** Paul Anastasio <panastasio@optimatech.net>  
**Sent:** Wednesday, October 30, 2019 11:09 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Paul Anastasio  
104 N 25th St  
Camp Hill, PA 17011  
panastasio@optimatech.net

## Stephen Hoffman

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**From:** Shawn Corby <corbyshawn@gmail.com>  
**Sent:** Wednesday, October 30, 2019 1:17 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Shawn Corby  
33 Daniels Rd  
Sellersville, PA 18960  
corbyshawn@gmail.com

## Stephen Hoffman

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**From:** Eric Loch <Diamondman@lochsjewelers.com>  
**Sent:** Wednesday, October 30, 2019 1:03 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Eric Loch  
3370 Lehigh St  
Allentown, PA 18103  
Diamondman@lochsjewelers.com

## Stephen Hoffman

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**From:** Larry Schwartz <larryschwartz@midnightbluetech.com>  
**Sent:** Wednesday, October 30, 2019 12:31 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Larry Schwartz  
1826 Tragone Dr  
Pittsburgh, PA 15241  
larryschwartz@midnightbluetech.com

## Stephen Hoffman

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**From:** Alyse Mitten <alyse@gomaava.com>  
**Sent:** Wednesday, October 30, 2019 12:36 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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One question, How many businesses will close their doors?

Sincerely,

Alyse Mitten  
128 S 3rd St  
Hamburg, PA 19526  
alyse@gomaava.com

## Stephen Hoffman

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**From:** Allen Holmes <allen@holmescycling.com>  
**Sent:** Wednesday, October 30, 2019 12:37 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Allen Holmes  
2139 Market St  
Camp Hill, PA 17011  
allen@holmescycling.com

## Stephen Hoffman

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**From:** jay horning <jay@galllaminating.com>  
**Sent:** Wednesday, October 30, 2019 12:23 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

jay horning  
405 W Metzler Rd  
Ephrata, PA 17522  
jay@galllaminating.com

## Stephen Hoffman

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**From:** Jeffrey Lovelidge <jeffreyplovelidge@gmail.com>  
**Sent:** Wednesday, October 30, 2019 12:18 PM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

Dear The Review Commission,

If you would address the real problem, overpaid teachers, you could balance the budget and maybe stop meddling in the affairs of small businesses. But, no one has the guts to take on the teacher's union and treat them like the part-time workers they are.

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.

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Sincerely,

Jeffrey Lovelidge  
179 Misty Hill Dr  
Delta, PA 17314  
jeffreyplovelidge@gmail.com

## **Stephen Hoffman**

---

**From:** P Kevin Wenger <kwenger66@outlook.com>  
**Sent:** Wednesday, October 30, 2019 11:57 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

P Kevin Wenger  
722 Westover Dr  
Lancaster, PA 17601  
kwenger66@outlook.com

## Stephen Hoffman

---

**From:** bob betz, n <bob@onesourcerrefreshment.com>  
**Sent:** Wednesday, October 30, 2019 11:40 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

bob betz  
801 Arbor Ln  
Schwenksville, PA 19473  
bob@onesourcerrefreshment.com

## Stephen Hoffman

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**From:** Charles May Jr., Jr <cemcotwo@comcast.net>  
**Sent:** Wednesday, October 30, 2019 11:37 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Charles May Jr.  
906 Iron Springs Rd  
Fairfield, PA 17320  
cemcotwo@comcast.net

## Stephen Hoffman

---

**From:** Brian Smith <bksmithab@gmail.com>  
**Sent:** Wednesday, October 30, 2019 11:37 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Concerned employer, Brian Smith B K Smith Auto Body

Sincerely,

Brian Smith  
21358 Route 119  
Punxsutawney, PA 15767  
bksmithab@gmail.com

## Stephen Hoffman

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**From:** Thomas Weber <tweber@weberelectricsupply.com>  
**Sent:** Wednesday, October 30, 2019 11:30 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Thomas Weber  
2949 Maple St  
Erie, PA 16508  
tweber@weberelectricsupply.com

## Stephen Hoffman

---

**From:** David Keith <davekeith@keithspecialty.com>  
**Sent:** Wednesday, October 30, 2019 11:21 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

David Keith  
6791 Route 119 Hwy N  
Marion Center, PA 15759  
davekeith@keithspecialty.com

## Stephen Hoffman

---

**From:** Paul Carnathan <colonialelectricservice@gmail.com>  
**Sent:** Wednesday, October 30, 2019 11:21 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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 \$23,660 to \$45,500 over three 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 increased cost of such a substantial increase in the overtime threshold. It will ultimately reduce benefits and career opportunities for my employees. The Department should reconsider this plan, given the dire impact it will have on businesses like mine and their employees. If not, the Independent Regulatory Review Commission should disapprove the rule and ask the Department to revise it.

Sincerely,

Paul Carnathan  
118 Orchard Rd  
Hummelstown, PA 17036  
colonialelectricservice@gmail.com

## Stephen Hoffman

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**From:** ANGIE UMSTEAD <Dagbottlerun@gmail.com>  
**Sent:** Wednesday, October 30, 2019 11:25 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

ANGIE UMSTEAD  
6155 Lycoming Creek Rd  
Cogan Station, PA 17728  
Dagbottlerun@gmail.com

## Stephen Hoffman

---

**From:** Mr. & Mrs. Tim Curran <tecurran@currantaylor.com>  
**Sent:** Wednesday, October 30, 2019 11:15 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Tim Curran  
114 Green Valley Ln  
Canonsburg, PA 15317  
tecurran@currantaylor.com

## Stephen Hoffman

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**From:** Ken Sensenig <sensenigdiesellc@gmail.com>  
**Sent:** Wednesday, October 30, 2019 11:18 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Ken Sensenig  
1806 Troup Valley Rd  
Mount Pleasant Mills, PA 17853  
sensenigdiesellc@gmail.com

## Stephen Hoffman

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**From:** Jill Walter <towing@a1towingandrecovery.com>  
**Sent:** Wednesday, October 30, 2019 11:10 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Jill Walter  
989 S Hill Dr  
Middleburg, PA 17842  
towing@a1towingandrecovery.com

## Stephen Hoffman

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**From:** David Little <dlittle@relittle.com>  
**Sent:** Wednesday, October 30, 2019 11:10 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

David Little  
108 Rose Ln  
Perkiomenville, PA 18074  
dlittle@relittle.com

## Stephen Hoffman

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**From:** Ken Mull <ken@yourheartsdelight.com>  
**Sent:** Wednesday, October 30, 2019 11:15 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Ken Mull  
55 Mull Ln  
Lebanon, PA 17046  
ken@yourheartsdelight.com

## Stephen Hoffman

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**From:** Rufus Peachey <rufuspeachey@gmail.com>  
**Sent:** Wednesday, October 30, 2019 11:12 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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.

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Sincerely,

Rufus Peachey  
280 Church Ln  
Reedsville, PA 17084  
rufuspeachey@gmail.com

## Stephen Hoffman

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**From:** Pat Herring <path@herringmotor.com>  
**Sent:** Wednesday, October 30, 2019 11:10 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

Dear The Review Commission,

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Sincerely,

Pat Herring  
4253 Glades Pike  
Somerset, PA 15501  
path@herringmotor.com

## Stephen Hoffman

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**From:** Amy Watt <amy@wattstruck.com>  
**Sent:** Wednesday, October 30, 2019 11:11 AM  
**To:** IRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

Dear The Review Commission,

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Sincerely,

Amy Watt  
100 Mount Carmel Rd  
New Alexandria, PA 15670  
amy@wattstruck.com

## Stephen Hoffman

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**From:** Darren Weaver <weaverism@me.com>  
**Sent:** Wednesday, October 30, 2019 11:09 AM  
**To:** IRRRC  
**Subject:** Comments on Dept. of Labor and Industry Overtime Regulation #12-106

Dear The Review Commission,

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Sincerely,

Darren Weaver  
169 Cedar Rd  
Hershey, PA 17033  
weaverism@me.com