

# 3202

Stephen Hoffman

Form Letter B 46-57

**From:** Mr. & Mrs. Michael Medure <michael.medure@lminsuraceagency.com>  
**Sent:** Wednesday, October 30, 2019 3:15 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,

Michael Medure  
4620 Bulltown Rd  
Murrysville, PA 15668  
michael.medure@lminsuraceagency.com

RECEIVED  
IRRC  
2019 OCT 30 P 3:34

## Stephen Hoffman

---

**From:** Donald Diller, Jr <ddiller@kdbuilders.com>  
**Sent:** Wednesday, October 30, 2019 3:13 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,

Donald Diller  
41 Leaman Rd  
Lancaster, PA 17603  
ddiller@kdbuilders.com

## Stephen Hoffman

---

**From:** David Kaufmann <dkaufmann@embarqmail.com>  
**Sent:** Wednesday, October 30, 2019 3:07 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,

David Kaufmann  
129 Wappler Dr  
Hanover, PA 17331  
dkaufmann@embarqmail.com

## Stephen Hoffman

---

**From:** Roxanne Kern <seemors@gmail.com>  
**Sent:** Wednesday, October 30, 2019 2:59 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,

Roxanne Kern  
230 Mill Run Rd  
Normalville, PA 15469  
seemors@gmail.com

## Stephen Hoffman

---

**From:** Tony LaMastra <tony@radprotection.com>  
**Sent:** Wednesday, October 30, 2019 2:57 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,

Tony LaMastra  
1005 Old Route 22  
Lenhartsville, PA 19534  
tony@radprotection.com

## Stephen Hoffman

---

**From:** Michael Mangerie <user@votervoice.net>  
**Sent:** Wednesday, October 30, 2019 1:47 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.

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,

Michael Mangerie  
142 Meadow Dr  
Beaver Falls, PA 15010  
marsicoamusements@verizon.net

## Stephen Hoffman

---

**From:** Frank Ryczak <user@voterveice.net>  
**Sent:** Wednesday, October 30, 2019 1:43 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,

Frank Ryczak  
262 Chapman Lake Rd  
Scott Township, PA 18433  
trservice@verizon.net

## Stephen Hoffman

---

**From:** Warren S Je <whudak@hudakandcompany.com>  
**Sent:** Wednesday, October 30, 2019 2:49 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,

Warren S Je  
207 Locust Dr  
New Cumberland, PA 17070  
whudak@hudakandcompany.com

## Stephen Hoffman

---

**From:** DINO DECARIO <dino@wpa.net>  
**Sent:** Wednesday, October 30, 2019 2:36 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.

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,

DINO DECARIO  
3883 State Route 30  
Latrobe, PA 15650  
dino@wpa.net

## Stephen Hoffman

---

**From:** Howard Griest, III <howard.wpmw@dejazzd.com>  
**Sent:** Wednesday, October 30, 2019 2:21 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,

Howard Griest  
138 Pecora Rd  
Drums, PA 18222  
howard.wpmw@dejazzd.com

## Stephen Hoffman

---

**From:** Michael Moser <mike@callmoser.com>  
**Sent:** Wednesday, October 30, 2019 2:13 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,

Michael Moser  
321 Langhorne Ave  
Feasterville Trevoise, PA 19053  
mike@callmoser.com

## Stephen Hoffman

---

**From:** Patricia Pinto <TPinto@ajapplianceinc.com>  
**Sent:** Wednesday, October 30, 2019 1:50 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.

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,

Patricia Pinto  
2011 S 15th St  
Philadelphia, PA 19145  
TPinto@ajapplianceinc.com