

Kathy Cooper # 3202

Form Letter B 73-101

From: Larry Cole <user@votervoice.net>
Sent: Thursday, October 31, 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.

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.

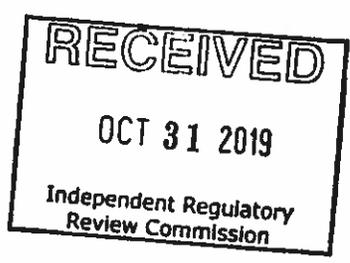
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Small businesses can't afford the loss of flexibility and increased cost of such a substantial increase in the overtime threshold. It will ultimately reduce benefits and career opportunities for my employees. The Department should reconsider this plan, 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,

Larry Cole
17422 Route 957
Bear Lake, PA 16402
lrcole4@verizon.net



3202

Kathy Cooper

From: Toby Pepper <toby@tobypepperfinancial.com>
Sent: Thursday, October 31, 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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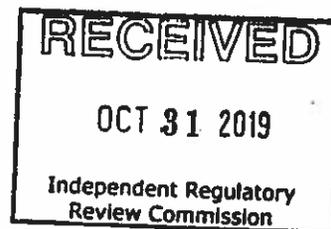
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Sincerely,

Toby Pepper
973 Lycoming Mall Dr Ste 3
Muncy, PA 17756
toby@tobypepperfinancial.com



Kathy Cooper

From: Deborah Marella <debbie@zrmenterprises.com>
Sent: Thursday, October 31, 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.

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Sincerely,

Deborah Marella
18 Highland Ln
Fairchance, PA 15436
debbie@zrmenterprises.com



Kathy Cooper

From: Deborah Marella <debbie@zrmenterprises.com>
Sent: Thursday, October 31, 2019 1:47 PM
To: Smolock, Bryan
Subject: [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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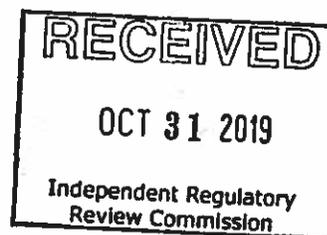
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18 Highland Ln
Fairchance, PA 15436
debbie@zrmenterprises.com



Kathy Cooper

From: Hassan Chafiq <hassanchafiq903@gmail.com>
Sent: Thursday, October 31, 2019 11:05 AM
To: Smolock, Bryan
Subject: [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Hassan Chafiq
147 Bear Creek Lake Dr
Jim Thorpe, PA 18229
hassanchafiq903@gmail.com



Kathy Cooper

From: Christopher Michalowski <chris@balancepo.com>
Sent: Wednesday, October 30, 2019 3:32 PM
To: Smolock, Bryan
Subject: [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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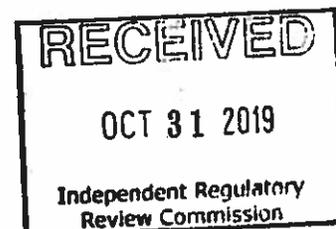
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Sincerely,

Christopher Michalowski
309 Hillside Ln
Kennett Square, PA 19348
chris@balancepo.com



Kathy Cooper

From: Larry Cole <user@votervoice.net>
Sent: Thursday, October 31, 2019 11:30 AM
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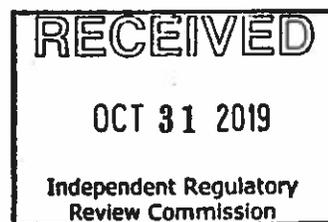
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Sincerely,

Larry Cole
17422 Route 957
Bear Lake, PA 16402
lrcol4@verizon.net



Kathy Cooper

From: Richard Milbert <user@votervoice.net>
Sent: Wednesday, October 30, 2019 8:56 PM
To: Smolock, Bryan
Subject: [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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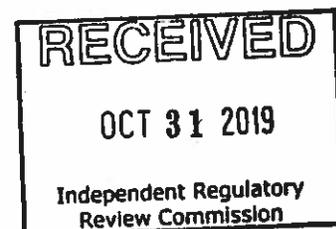
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Sincerely,

Richard Milbert
8061 Rowan Rd
Cranberry Township, PA 16066
CRANBERRYTWP.AUTOSERVICE@YAHOO.COM



Kathy Cooper

From: Frank Ryczak <user@votervoice.net>
Sent: Wednesday, October 30, 2019 1:43 PM
To: Smolock, Bryan
Subject: [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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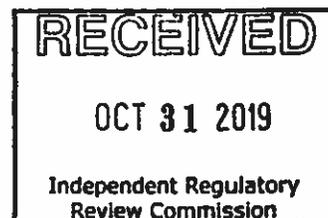
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Sincerely,

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



Kathy Cooper

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

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Sincerely,

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



Kathy Cooper

From: T. Norton <user@votervoice.net>
Sent: Wednesday, October 30, 2019 1:39 PM
To: Smolock, Bryan
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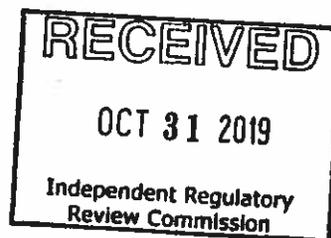
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Sincerely,

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



Kathy Cooper

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

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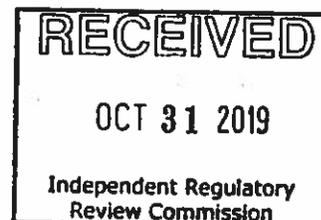
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Sincerely,

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



Kathy Cooper

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

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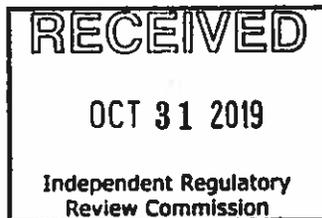
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Sincerely,

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



Kathy Cooper

From: Larry Schwartz <larryschwartz@midnightbluetech.com>
Sent: Wednesday, October 30, 2019 12:31 PM
To: Smolock, Bryan
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1826 Tragone Dr
Pittsburgh, PA 15241
larryschwartz@midnightbluetech.com



Kathy Cooper

From: David Hawley <user@votervoice.net>
Sent: Wednesday, October 30, 2019 12:38 PM
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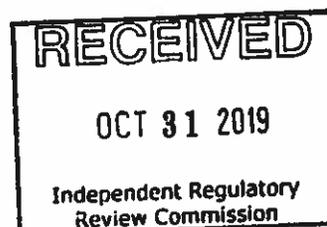
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Sincerely,

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



Kathy Cooper

From: Danielle Dupuis <user@votervoice.net>
Sent: Wednesday, October 30, 2019 12:02 PM
To: Smolock, Bryan
Subject: [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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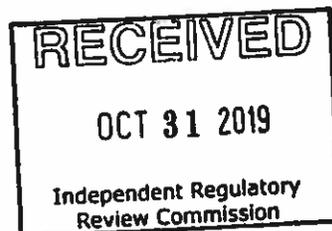
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Sincerely,

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



Kathy Cooper

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

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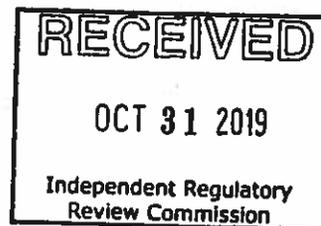
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Sincerely,

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



Kathy Cooper

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

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Sincerely,

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



Kathy Cooper

From: bob betz, n <bob@onesourcerefreshment.com>
Sent: Wednesday, October 30, 2019 11:40 AM
To: Smolock, Bryan
Subject: [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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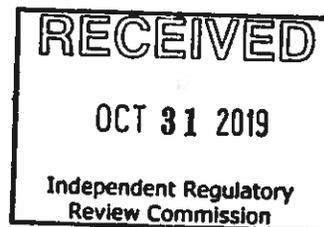
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Sincerely,

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



Kathy Cooper

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

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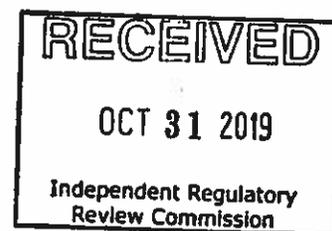
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Sincerely,

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



Kathy Cooper

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

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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



Kathy Cooper

From: Jennifer Jankowski <user@voterveice.net>
Sent: Wednesday, October 30, 2019 11:35 AM
To: Smolock, Bryan
Subject: [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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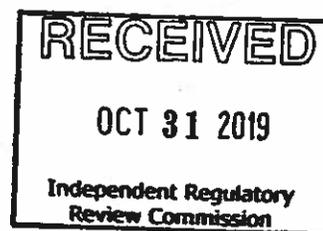
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Sincerely,

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



Kathy Cooper

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

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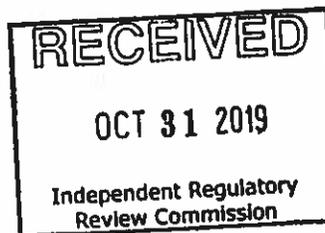
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Sincerely,

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



Kathy Cooper

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

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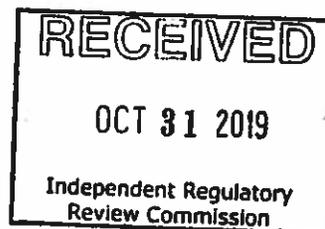
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Sincerely,

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



Kathy Cooper

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

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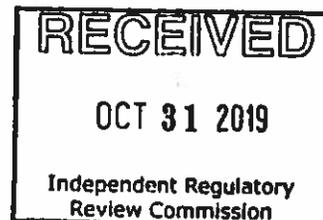
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Sincerely,

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



Kathy Cooper

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

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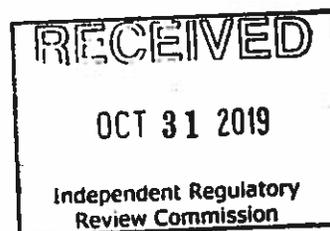
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Sincerely,

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



Kathy Cooper

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

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Sincerely,

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



Kathy Cooper

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

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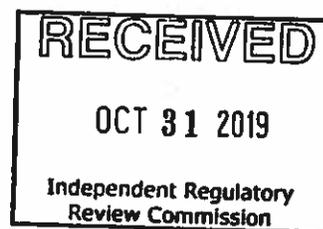
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Sincerely,

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



3 202

Kathy Cooper

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

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Dear Director Smolock,

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.

One question, How many businesses will close their doors?

Sincerely,

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