

# 3202

Form Letter B 108-114

**Stephen Hoffman**

**From:** Heidi Kreger <hmm5047@gmail.com>  
**Sent:** Sunday, November 3, 2019 8:39 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,

Heidi Kreger  
5734 Route 414  
Morris, PA 16938  
hmm5047@gmail.com

RECEIVED  
IRRC  
2019 NOV -4 A 9:25

**From:** William Miller <hometownautomotive.llc@gmail.com>  
**Sent:** Friday, November 1, 2019 8:56 AM  
**To:** Smolock, Bryan  
**Subject:** [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

William Miller  
1011 Main St  
Newfoundland, PA 18445  
hometownautomotive.llc@gmail.com

**From:** Christine Greenawalt <greenawaltexcinc@gmail.com>  
**Sent:** Friday, November 1, 2019 10:12 AM  
**To:** Smolock, Bryan  
**Subject:** [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Christine Greenawalt  
45 Miller Rd  
Transfer, PA 16154  
greenawaltexcinc@gmail.com

**From:** Allen Yard, PLS <allen@areasurveying.net>  
**Sent:** Thursday, October 31, 2019 4:30 PM  
**To:** Smolock, Bryan  
**Subject:** [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Allen Yard  
14223 Middleton Rd  
Waterford, PA 16441  
allen@areasurveying.net

**From:** Diana Frymyer <diana@dianaslimo.com>  
**Sent:** Thursday, October 31, 2019 6:05 PM  
**To:** Smolock, Bryan  
**Subject:** [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Diana Frymyer  
1445 Sells Station Rd  
Littlestown, PA 17340  
diana@dianaslimo.com

**From:** Nicole Sechrist <flipsalonandspallc@gmail.com>  
**Sent:** Thursday, October 31, 2019 6:46 PM  
**To:** Smolock, Bryan  
**Subject:** [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Nicole Sechrist  
9 University Ave  
Selinsgrove, PA 17870  
flipsalonandspallc@gmail.com

**From:** Stephen Miller <scmiller314@comcast.net>  
**Sent:** Thursday, October 31, 2019 9:15 PM  
**To:** Smolock, Bryan  
**Subject:** [External] Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Stephen Miller  
2139 Teaberry Ln  
Lock Haven, PA 17745  
scmiller314@comcast.net