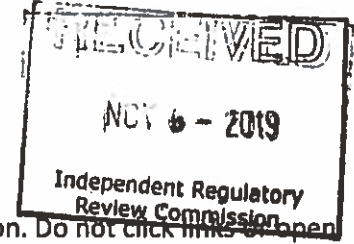


Cheryl Yohn

# 3202  
Form Letter C 1-10

**From:** Sondra Nolf <sondra.nolf@clarionfamilytherapy.com>  
**Sent:** Tuesday, November 5, 2019 11:55 AM  
**To:** IRRC  
**Subject:** Proposed Massive Overtime Rule Expansion



CAUTION: \*\*EXTERNAL SENDER\*\* This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Independent Regulatory Review Commission,

Thank you for the opportunity to comment on the Final Form Regulation submitted by the Pennsylvania Department of Labor and Industry (L&I). These regulations are intended to update the rules that determine if an employee is required to be paid overtime.

Though this proposed regulation may be well-intended I am deeply concerned with the negative impacts on employers and many of the very employees whom the proposal is supposed to help.

L&I's first version of this regulation submitted in June 2018 proposed more than doubling the wage threshold to potentially qualify for exempt status. Despite hundreds of comments reflecting widespread concern among employers from a range of industry sectors, L&I made only minimal changes. The new proposal would still increase the salary threshold by over 92 percent and require regular increases using a formula that would impose larger and larger increases.

The same concerns described in 2018 remain. Employers may not have the ability to simply absorb higher labor costs and many nonprofits rely on static government funding. A significant salary threshold increase of this nature will force many of these employers to convert salaried employees to hourly status in order to track and cap hours. This transition typically entails a more rigid work schedule with less flexibility, burdensome record-keeping, fewer training opportunities and benefits. Hourly workers required to clock in and clock out also risk less take-home pay if hours worked in a week dip below 40.

I am also concerned that, despite some improvements, the proposal still falls short of L&I's stated goal of aligning federal and state overtime laws. Overtime laws are among the most difficult for employers to administer and even if L&I's proposal is approved this area of employment law will still be unnecessary complicated and inconsistent.

We urge the Independent Regulatory Review Commission to disapprove of this regulation. A similar proposal was struck down by a federal court, IRRC itself expressed concerns back in 2018 that L&I does not appear to have addressed and the U.S. Department of Labor is already planning to increase the salary threshold, albeit at a more reasonable level, in 2020.

Thank you for considering my views on this important matter.

Sincerely,

Sondra Nolf  
22868 Route 68 Ste 5  
Clarion, PA 16214  
sondra.nolf@clarionfamilytherapy.com

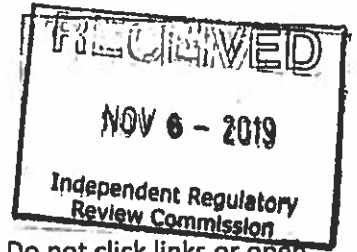


#3202

**Cheryl Yohn**

---

**From:** Glen Morrell <glenmorrell@littletownfoundry.com>  
**Sent:** Tuesday, November 5, 2019 11:39 AM  
**To:** IRRC  
**Subject:** Proposed Massive Overtime Rule Expansion



CAUTION: **\*\*EXTERNAL SENDER\*\*** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

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Thank you for considering my views on this important matter.

Sincerely,

Glen Morrell  
PO Box 69  
Littlestown, PA 17340  
glenmorrell@littletownfoundry.com

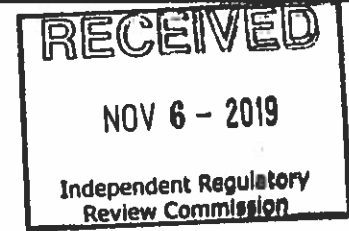


# 3202

**Cheryl Yohn**

---

**From:** Tony Campisi <acampisi@glatfelters.com>  
**Sent:** Tuesday, November 5, 2019 11:18 AM  
**To:** IRRC  
**Subject:** Proposed Massive Overtime Rule Expansion



CAUTION: **\*\*EXTERNAL SENDER\*\*** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Independent Regulatory Review Commission,

The proposed expansion to overtime eligibility is a solution looking for a problem. The new DOL regulations increased the salary threshold for overtime to \$47,476, which is double the former level. The higher the threshold, the more you will force employers to move employees from salary to hourly, which will be viewed negatively by the vast majority of employees. Also, the more costly you make OT, the less employers will allow it. There is no meaningful benefit to raising the OT threshold beyond the new federal level at this point in time.

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Thank you for considering my views on this important matter.

Sincerely,

Tony Campisi  
1950 Memory Lane Ext  
York, PA 17406  
[acampisi@glatfelters.com](mailto:acampisi@glatfelters.com)

#3202

**Cheryl Yohn**

**From:** Richard Ehst <rehst@customersbank.com>  
**Sent:** Tuesday, November 5, 2019 10:57 AM  
**To:** IRRC  
**Subject:** Proposed Massive Overtime Rule Expansion



**CAUTION: \*\*EXTERNAL SENDER\*\*** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Independent Regulatory Review Commission,

This interference with business by the legislature is just one more example of a complete disconnect between how a business functions and a legislators view. We are already a very business unfriendly state. Why add to the uncompetitive nature of our commonwealth.

Thank you for the opportunity to comment on the Final Form Regulation submitted by the Pennsylvania Department of Labor and Industry (L&I). These regulations are intended to update the rules that determine if an employee is required to be paid overtime.

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Thank you for considering my views on this important matter.

Sincerely,

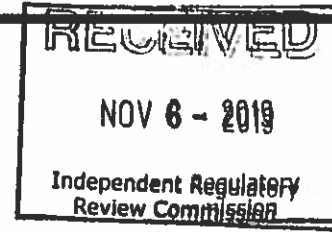
**Richard Ehst**  
**1309 E Wyomissing Blvd**  
**Reading, PA 19611**  
**rehst@customersbank.com**



# 3202

**Cheryl Yohn**

**From:** Doran Herritt <doran.herritt@cnh.com>  
**Sent:** Tuesday, November 5, 2019 10:01 AM  
**To:** IRRC  
**Subject:** Proposed Massive Overtime Rule Expansion



**CAUTION: \*\*EXTERNAL SENDER\*\*** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Independent Regulatory Review Commission,

I, as a salaried employee, understand that at times I will need to work extra hours. That challenge is offset by the flexibility to take personal time when needed. The system is working as it is. Please do not change it.

Thank you for the opportunity to comment on the Final Form Regulation submitted by the Pennsylvania Department of Labor and Industry (L&I). These regulations are intended to update the rules that determine if an employee is required to be paid overtime.

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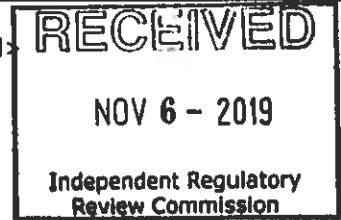
Doran Herritt

16 Canterbury Ct  
Lititz, PA 17543  
doran.herritt@cnh.com

# 3202

**Cheryl Yohn**

**From:** Salvador Rodriguez <SALRODRIGUEZ121@GMAIL.COM>  
**Sent:** Tuesday, November 5, 2019 1:21 PM  
**To:** IRRC  
**Subject:** Proposed Massive Overtime Rule Expansion



**CAUTION: \*\*EXTERNAL SENDER\*\*** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear PA Independent Commission,

Not only will this change impact my small business but it will impact most small businesses that are within my industry and niche. We allow our employees to have flexible schedules in order to promote creativity and efficiency in the work place. The change would force me to switch many of my leaders to hourly pay and it would negatively impact them. The task is simple, clock in / clock out but the impact on their flexibility will be affected. Please take consider my situation and the situation other small business owners will face with this change and make the right decision. Do not pass the proposed change.

Thank you for the opportunity to comment on the Final Form Regulation submitted by the Pennsylvania Department of Labor and Industry (L&I). These regulations are intended to update the rules that determine if an employee is required to be paid overtime.

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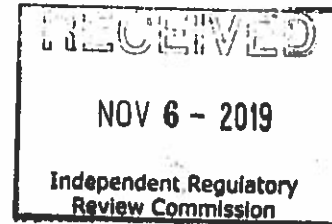
Salvador Rodriguez  
739 W Cypress St  
Kennett Square, PA 19348  
SALRODRIGUEZ121@GMAIL.COM

# 3202

**Cheryl Yohn**

---

**From:** Tammy LaCross <tammy@clarionpa.com>  
**Sent:** Tuesday, November 5, 2019 11:57 AM  
**To:** IRRC  
**Subject:** Proposed Massive Overtime Rule Expansion



**CAUTION: \*\*EXTERNAL SENDER\*\*** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Independent Regulatory Review Commission,

I am the Event Coordinator for the Clarion Area Chamber of Business and Industry. I have worked very hard for 10 years to get my salary to the level I currently am, and I have two problems with this "overtime expansion." First of all, for an entry-level position at a fast food restaurant to be valued at equal pay as my ten years of experience in my field is insulting. Secondly, the nature of my position requires me to have a flexible schedule to be able to work after hours and weekends to do my job putting on the various events throughout the year, including a 9-day festival we have each year. One could state that my hours could be flexed so that I ONLY work during the event on that particular day, week, month, etc. However, I do also need to be able to PLAN these events and see them carried off smoothly. This new bill will make my job exceedingly difficult to schedule. My position is a salaried position due to the very nature of my job. Forcing my employers to make me an hourly employee and forcing me to punch a time clock will put a tremendous strain on everyone involved, including myself. I urge you to NOT pass this ruling.

Thank you for the opportunity to comment on the Final Form Regulation submitted by the Pennsylvania Department of Labor and Industry (L&I). These regulations are intended to update the rules that determine if an employee is required to be paid overtime.

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Thank you for considering my views on this important matter.

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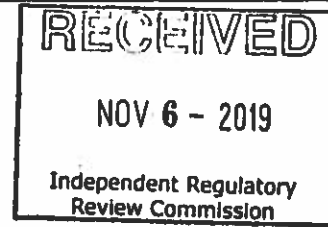
Tammy LaCross  
650 Main St  
Clarion, PA 16214  
tammy@clarionpa.com

#3202

**Cheryl Yohn**

---

**From:** Thomas Rippon <tr@rippon.org>  
**Sent:** Tuesday, November 5, 2019 10:18 AM  
**To:** IRRC  
**Subject:** Proposed Massive Overtime Rule Expansion



**CAUTION: \*\*EXTERNAL SENDER\*\*** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Independent Regulatory Review Commission,

You are stepping firmly into the realm of the Rule of Unintended Adverse Consequences, probably drafted by folks who have never been "on the floor" of an enterprise in the hospitality and other sectors.

But thank you for the opportunity to comment on the Final Form Regulation submitted by the Pennsylvania Department of Labor and Industry (L&I). These regulations are intended to update the rules that determine if an employee is required to be paid overtime.

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You are creating more problems than you are solving, including a clear statutory defense to alleged OT pay violations that you purport to establish as non-defensible. The socio-economic benefit you seek to establish will evaporate like morning fog, as employers make simple adjustments to your Rule that are ethical and legal and avoid the practical workplace problems that inhere in your architecture. And fair and fulsome wage raises will still accrue to the soon-to-be-former salaried employees you seek to benefit.

We urge the Independent Regulatory Review Commission to disapprove of this regulation. A similar proposal was struck down by a federal court, IRRC itself expressed concerns back in 2018 that L&I does not appear to have addressed and the U.S. Department of Labor is already planning to increase the salary threshold, albeit at a more reasonable level, in 2020.

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Sincerely,

Thomas Rippon  
2640 Red Ridge Rd  
Mifflinburg, PA 17844  
tr@rippon.org

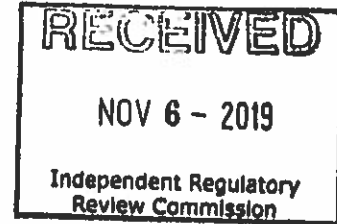


# 3202

**Cheryl Yohn**

---

**From:** Timothy Reddinger <tim@clarionbiz.com>  
**Sent:** Tuesday, November 5, 2019 11:57 AM  
**To:** IRRC  
**Subject:** Proposed Massive Overtime Rule Expansion



**CAUTION: \*\*EXTERNAL SENDER\*\*** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Independent Regulatory Review Commission,

We are a small hospitality business in Rural Pennsylvania with an average of 17 total employees. This year to date we have increased overall wages by 9.5% in addition to offering other benefits to retain staffing at our hotel. This regulatory change disproportionately impacts small rural businesses. I do not have pricing power to pass this cost onto customers nor does it represent the area labor market. The Department of Labor can not pass a 66% increase in minimum salary that is fair to all areas of the nation.

This is an attack on small rural business.

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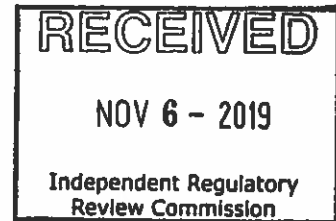
Sincerely,

Timothy Reddinger  
321 Meridian Ln  
Cranberry Township, PA 16066  
tim@clarionbiz.com

**Cheryl Yohn**

---

**From:** Patrick Kahle <patkahle@zacherlmotors.com>  
**Sent:** Tuesday, November 5, 2019 12:05 PM  
**To:** IRRC  
**Subject:** Proposed Massive Overtime Rule Expansion



**CAUTION: \*\*EXTERNAL SENDER\*\*** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Independent Regulatory Review Commission,

As a business owner in Pennsylvania, I would like to inform our legislative body that I am firmly against the proposed overtime changes in our Commonwealth. I have a number of employees who would be affected by this legislation and the effect would not be positive for them. I'll be forced into making them punch a time clock, taking away many freedoms at our workplace including the ability to go to lunch when they want to, the ability to attend family events, the ability to leave early on days that they want to, etc. Salary allows me to afford them this freedom and to ensure that I know what my expenses will be for payroll, ensuring that our company can continue to afford to provide our employees with great health insurance, 401k retirement plan matching, life insurance, disability insurance, paid vacation, paid holidays, profit sharing and the freedom to come to work late when things arise in their personal lives without making them worry about losing money in their paychecks.

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Sincerely,

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