



York County Economic Alliance

November 18, 2019

Independent Regulatory Review Commission
333 Market St. 14th Floor
Harrisburg, PA 17101



Ref: IRCC Number 3202

Dear IRCC Members,

Thank you for the opportunity to comment on final proposed regulations submitted by the Pennsylvania Department of Labor and Industry (L&I).

Though this proposed regulation is well-intended, I am concerned with the negative impacts on employers and many of the very employees whom the proposal is supposed to help. The regulation comes at a time when many communities, York County included, are working to help businesses solve the workforce gap. This will become an added burden on employers, opposed to helping employees.

L&I proposes to more than double the wage requirement to qualify for exempt status. This dramatic increase will force many employers to convert salaried employees to hourly status, which usually entails a far 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.

This regulation adds complications to employers, especially in a law that is already difficult to administer. This regulation goes against the statewide focus of workforce development, as it will take focus away from many human resource professionals or small business owners who are wanting to focus on developing their workforce. We urge the Independent Regulatory Review Commission to disapprove of the regulation in its current form and consider making a recommendation to L&I for a regulation that offers more flexibility in order to modernize the overtime exemption that coincides with the workplace of today.

Thank you for the opportunity to provide comment and feedback on the Final Form Regulation submitted by the Pennsylvania Department of Labor and Industry.

Sincerely,

Kevin J. Schreiber
President & CEO
York County Economic Alliance