

3202 Forum Letter C 32-34

Kathy Cooper

RECEIVED

From: Serena Boor <serenaboar@garyshomesinc.com>
Sent: Friday, July 13, 2018 4:41 PM
To: IRRC
Subject: Regulation #12-106: Minimum Wage

JUL 16 2018

Independent Regulatory
Review Commission

Thank you for the opportunity to comment on proposed regulations 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 concerned with the negative impacts on employers and many of the very employees whom the proposal is supposed to help.

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 also risk less take-home pay if hours worked in a week dip below 40.

As a small business owner, this would be a counter productive change for my business. We would also ask that you take small business into consideration making changes to wages.

L&I also proposes changes to the so called duties test which is used in conjunction with the salary threshold to determine exempt status. In the proposed regulation, L&I expressed a desire to align Pennsylvania's duties test with federal regulations. This would be a welcome change; unfortunately, the proposed rule falls short of the expressed goal.

The U.S. Department of Labor proposed a very similar regulation in 2015 and employers applauded the ruling to strike down the proposal by U.S. District Judge Amos Mazzant, who was nominated by President Obama to serve the Eastern District of Texas.

The current U.S. Department of Labor is expected to propose a new rule and Pennsylvania should hold off pursuing its own overtime update at least until the new federal rule is proposed.

Thank you for considering my views on this important matter.

Sincerely,
Serena Waller

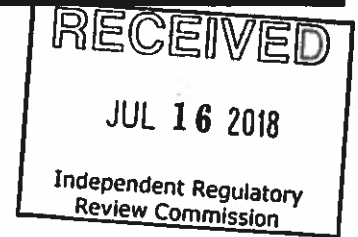
Serena Waller

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13270 Lincoln Hwy
Everett, PA 15537
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3202

Kathy Cooper

From: David Martin <David.Martin.1432792@muster.com>
Sent: Friday, July 13, 2018 9:47 PM
To: IRRC
Subject: Regulation #12-106 Overtime eligibility rules



Dear Independent Regulatory Review Commission,

Thank you for the opportunity to comment on proposed regulations 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.

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L&I also proposes changes to the so-called "duties test" which is used in conjunction with the salary threshold to determine exempt status. In the proposed regulation, L&I expressed a desire to align Pennsylvania's "duties test" with federal regulations. This would be a welcome change; unfortunately, the proposed rule falls short of the expressed goal.

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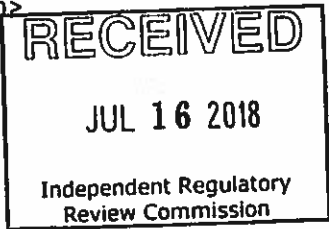
Sincerely,

David Martin
P.O. Box 818
Chadds Ford, PA 19317
6108694494

3202

Kathy Cooper

From: Matthew Stuckey <Matthew.Stuckey.1432811@muster.com>
Sent: Monday, July 16, 2018 1:40 PM
To: IRRC
Subject: Regulation #12-106 Overtime eligibility rules



Dear Independent Regulatory Review Commission,

Thank you for the opportunity to comment on proposed regulations 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.

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The current U.S. Department of Labor is expected to propose a new rule and Pennsylvania should hold off pursuing its own overtime update at least until the new federal rule is proposed.

As an employer of well over 100 workers in the commonwealth, I assure you that the employees of my company are fairly compensated for working over 40 hours per week when they choose to. Additional legislation that has the potential to create a confusing standard of state vs federal statute is a waste of time for all of us.

Thank you for considering my views on this important matter.

Sincerely,

Sincerely,

Matthew Stuckey
PO Box 489, 500 Broad St
Hollidaysburg, PA 16648-0489

8146959862