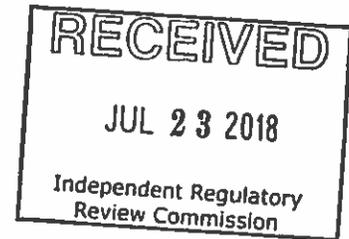


3202 Form Letter E 58-83.

**Kathy Cooper**

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**From:** Michael Fosbenner <info@actionnetwork.org>  
**Sent:** Sunday, July 22, 2018 6:21 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

For decades after the passage of federal and state laws on overtime it was accepted that moderately-paid salaried workers in the United States and Pennsylvania should receive overtime pay.

At one point, six out of 10 salaried workers automatically received overtime pay or they could go home after a 40-hour work week. Unfortunately, however, the federal and Pennsylvania salary levels below which all executive, administration and professional workers receive overtime pay have not changed since the mid-1970s. Therefore, fewer than one in 10 salaried workers today is automatically eligible for overtime.

As a result, the 40-hour work week, and the right to overtime pay, have been taken away from nearly half a million Pennsylvania salaried workers. Hundreds of thousands of department managers at big box stores, fast food shift supervisors, paralegals in law firms, manufacturing team leaders, office managers, and other salaried workers work for free over 40 hours. They often work 50 or 60 hours per week for an effective hourly rate of \$10 per hour or less even though they perform the same duties as hourly personnel for most of their work week.

Fortunately, just as states have the right to establish a minimum wage higher than the federal minimum wage, they also have the right to set a

higher overtime threshold. Neighboring New York has already updated its thresholds. I applaud Gov. Wolf's proposal that Pennsylvania do the same. I also applaud his decision to phase in this change over three years – giving businesses ample time to adjust. Good Pennsylvania businesses that recognize their employees as their most important asset, such as Altoona-based Sheetz, have already decided to lift their salaries to the level proposed by Gov. Wolf.

Many of the same forces that opposed the 40-hour work week a century ago – and also opposed a minimum wage, child labor laws, health and safety standards and every other requirement that business treat employees decently – will reflexively oppose Gov. Wolf's common-sense proposal. Since the governor's action and authority to make this change is rooted in state law, it should be implemented.

Michael Fosbenner

[foss7717@gmail.com](mailto:foss7717@gmail.com)

15000 kovats drive

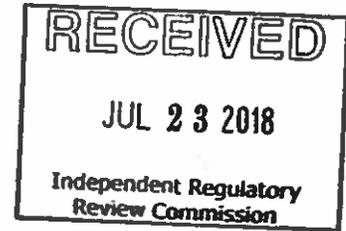
Philadelphia , Pennsylvania 19116

3202

**Kathy Cooper**

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**From:** Marilyn Olshan <info@actionnetwork.org>  
**Sent:** Friday, July 20, 2018 11:06 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



Bryan Smolock,

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Marilyn Olshan  
[mari.olshan@gmail.com](mailto:mari.olshan@gmail.com)  
617A Palmer Lane  
Yardley, Pennsylvania 19067

3202

**Kathy Cooper**

---

**From:** Curtis Weaver <info@actionnetwork.org>  
**Sent:** Sunday, July 22, 2018 1:36 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

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Curtis Weaver

[weavercurtis85@gmail.com](mailto:weavercurtis85@gmail.com)

7531 Overbrook Ave

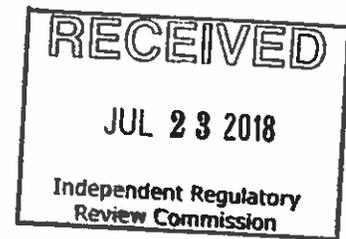
Philadelphia , Pennsylvania 19151

3202

Kathy Cooper

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**From:** Cindy Hamilton <info@actionnetwork.org>  
**Sent:** Friday, July 20, 2018 9:22 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

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Cindy Hamilton  
[cindyhamilton544@yahoo.com](mailto:cindyhamilton544@yahoo.com)  
7Hamilton Road  
Curwensville, Pennsylvania 16833

3202

**Kathy Cooper**

**From:** Lynn Dewees <dewees1374@comcast.net>  
**Sent:** Sunday, July 22, 2018 12:55 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

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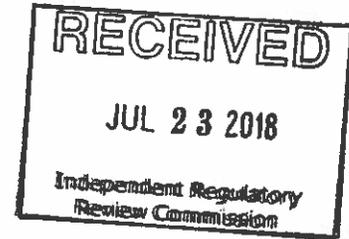
Lynn Dewees  
[dewees1374@comcast.net](mailto:dewees1374@comcast.net)  
1374 Queen Street  
Pottstown, Pennsylvania 19464

3202

**Kathy Cooper**

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**From:** Stephanie Frank <info@actionnetwork.org>  
**Sent:** Friday, July 20, 2018 4:34 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

I have \*already\* benefited from this rule. When it was expected to go into effect federally, my employer raised my salary to exceed the overtime threshold. Despite the federal rule being held up in the courts, my raise was kept in place. There are weeks I work weekends or late into the evening and I appreciate that time being recognized in a monetary way.

The increase in pay turned out to be vitally important to my family, since after it went into effect I became the sole breadwinner for my household due to my husband having to stop work for medical reasons. I'm sure we could have cover our bills otherwise.

For decades after the passage of federal and state laws on overtime it was accepted that moderately-paid salaried workers in the United States and Pennsylvania should receive overtime pay.

At one point, six out of 10 salaried workers automatically received overtime pay or they could go home after a 40-hour work week. Unfortunately, however, the federal and Pennsylvania salary levels below which all executive, administration and professional workers receive overtime pay have not changed since the mid-1970s. Therefore, fewer than one in 10 salaried workers today is automatically eligible for overtime.

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Thank you. This will (and has) help people like myself.

Stephanie Frank

[ssfrank215@yahoo.com](mailto:ssfrank215@yahoo.com)

272 Briggs St.

Harrisburg, Pennsylvania 17102

3202

**Kathy Cooper**

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**From:** Gene Anirina <gene@bmwe3014.org>  
**Sent:** Sunday, July 22, 2018 11:49 AM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

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Gene Anirina  
[gene@bmwe3014.org](mailto:gene@bmwe3014.org)  
593 CROASDALE DR  
LANGHORNE, Pennsylvania 19047

3202

Kathy Cooper

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**From:** David Hinkes <merlindave@usa.com>  
**Sent:** Monday, July 23, 2018 1:18 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

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David Hinkes

[merlindave@usa.com](mailto:merlindave@usa.com)

845 Breckinridge Court

New Hope, Pennsylvania 18938

3202

**Kathy Cooper**

---

**From:** Steven Bacher <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 11:45 AM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



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Steven Bacher  
[stevestuff12@hotmail.com](mailto:stevestuff12@hotmail.com)  
841 Duchess Dr  
Yardley, Pennsylvania 19067

3202

**Kathy Cooper**

---

**From:** Lori DeFinis <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 10:05 AM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



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Lori DeFinis

[lorildefinis@gmail.com](mailto:lorildefinis@gmail.com)

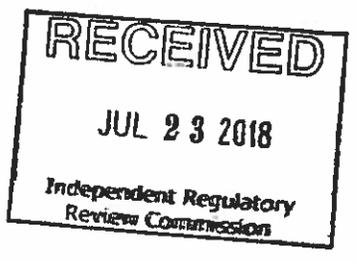
2460 Elfreths Alley

Bensalem, Pennsylvania 19020

3202

**Kathy Cooper**

**From:** Kathleen Dorsey <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 12:39 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



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Kathleen Dorsey  
[kodorsey@gmail.com](mailto:kodorsey@gmail.com)  
1759 Mulberry Way  
Yardley, Pennsylvania 19067

3202

**Kathy Cooper**

---

**From:** Janice Mininberg <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 11:41 AM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



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Janice Mininberg

[Jmininberg@aol.com](mailto:jmininberg@aol.com)

41 Wyckwood court

Newtown, Pennsylvania 18940-2329

3202

**Kathy Cooper**

---

**From:** Sharon O'Brien <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 9:59 AM  
**To:** Smollock, Bryan  
**Subject:** I Support The New Overtime Rule



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At one point, six out of 10 salaried workers automatically received overtime pay or they could go home after a 40-hour work week. Unfortunately, however, the federal and Pennsylvania salary levels below which all executive, administration and professional workers receive overtime pay have not changed since the mid-1970s. Therefore, fewer than one in 10 salaried workers today is automatically eligible for overtime.

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Sharon O'Brien

[oshash@aol.com](mailto:oshash@aol.com)

Inland Road

Ivyland, Pennsylvania 18974

3202

**Kathy Cooper**

---

**From:** EILEEN REED <eileenreed@peoplepc.com>  
**Sent:** Monday, July 23, 2018 12:25 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

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EILEEN REED

[eileenreed@peoplepc.com](mailto:eileenreed@peoplepc.com)

1 EBONY CT

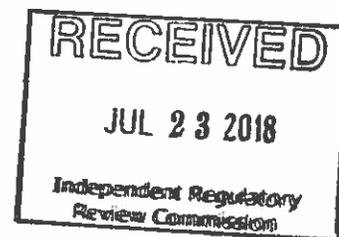
NEWTOWN, Pennsylvania 18940-9251

3202

**Kathy Cooper**

---

**From:** Nathan Kilbert <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 11:37 AM  
**To:** Smollock, Bryan  
**Subject:** I Support The New Overtime Rule



Bryan Smollock,

I am writing to express my very strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

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Nathan Kilbert

[nkilbert@gmail.com](mailto:nkilbert@gmail.com)

5512 Centre Ave, Apt. 1

Pittsburgh, Pennsylvania 15232

3202

**Kathy Cooper**

---

**From:** Nancy Guarna <nguarna@verizon.net>  
**Sent:** Monday, July 23, 2018 9:45 AM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



Bryan Smolock,

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Nancy Guarna  
[nquarna@verizon.net](mailto:nquarna@verizon.net)  
109 Washington ave  
Newtown , Pennsylvania 18940

3202

**Kathy Cooper**

---

**From:** Glenn Beasley <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 11:33 AM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



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I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

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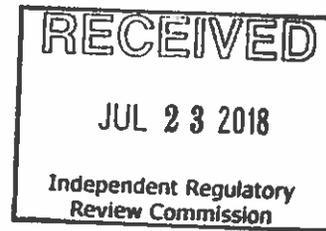
Glenn Beasley

[beasleys@aol.com](mailto:beasleys@aol.com)

142 N. Lincoln Ave.

Newtown, Pennsylvania 18940

**From:** Lars Merk <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 9:45 AM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



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Lars Merk

[larsmerk@gmail.com](mailto:larsmerk@gmail.com)

140 Wrights RD

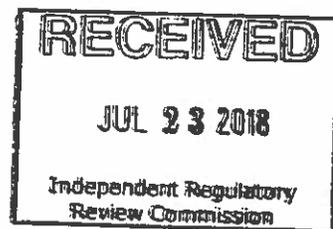
Newtown , Pennsylvania 18940

3202

**Kathy Cooper**

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**From:** Margaret Dissinger <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 11:55 AM  
**To:** Smollock, Bryan  
**Subject:** I Support The New Overtime Rule



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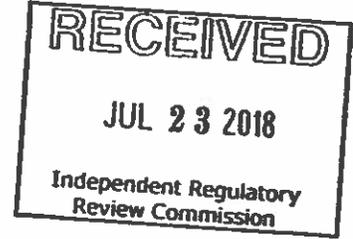
Margaret Dissinger  
[podmus@aol.com](mailto:podmus@aol.com)  
562 Atwood Court  
Newtown, Pennsylvania 18840

3202

**Kathy Cooper**

---

**From:** Henry Arnold <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 11:23 AM  
**To:** Smollock, Bryan  
**Subject:** I Support The New Overtime Rule



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Henry Arnold

[arnoldhenry11@gmail.com](mailto:arnoldhenry11@gmail.com)

Newtown-Langhorne Rd.

Newtown, PA, Pennsylvania 18940

3202

**Kathy Cooper**

---

**From:** xanderfirefly@gmail.com <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 9:34 AM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



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[xanderfirefly@gmail.com](mailto:xanderfirefly@gmail.com)

1442 Bristol Oxford Valley Rd, Apt, Suite, Bldg. (optional)  
Levittown, Pennsylvania 19057

3202

**Kathy Cooper**

---

**From:** Lynda Mintz <lgm399@verizon.net>  
**Sent:** Monday, July 23, 2018 9:24 AM  
**To:** Smollock, Bryan  
**Subject:** I Support The New Overtime Rule



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[lgm399@verizon.net](mailto:lgm399@verizon.net)

5869 Griscomb Dr

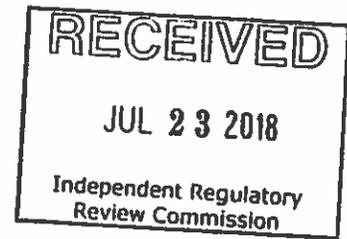
Bensalem , Pennsylvania 19020

3202

**Kathy Cooper**

---

**From:** Lynne & Todd Waymon <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 9:09 AM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



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Lynne & Todd Waymon

[lwaymon@aol.com](mailto:lwaymon@aol.com)

1382 Newtown-Langhorne Rd

Newtown, Pennsylvania 18940

3202

**Kathy Cooper**

---

**From:** ABIGAIL LEAFE <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 9:06 AM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



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ABIGAIL LEAFE

[abbyleafe@gmail.com](mailto:abbyleafe@gmail.com)

103 HILLBORN DR.

NEWTOWN, Pennsylvania 18940

3202

**Kathy Cooper**

---

**From:** Carl Ruzicka <c.ruzicka@comcast.net>  
**Sent:** Monday, July 23, 2018 9:04 AM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



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higher overtime threshold. Neighboring New York has already updated its thresholds. I applaud Gov. Wolf's proposal that Pennsylvania do the same. I also applaud his decision to phase in this change over three years – giving businesses ample time to adjust. Good Pennsylvania businesses that recognize their employees as their most important asset, such as Altoona-based Sheetz, have already decided to lift their salaries to the level proposed by Gov. Wolf.

Many of the same forces that opposed the 40-hour work week a century ago – and also opposed a minimum wage, child labor laws, health and safety standards and every other requirement that business treat employees decently – will reflexively oppose Gov. Wolf's common-sense proposal. Since the governor's action and authority to make this change is rooted in state law, it should be implemented.

Carl Ruzicka

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18 North Lancaster Lane

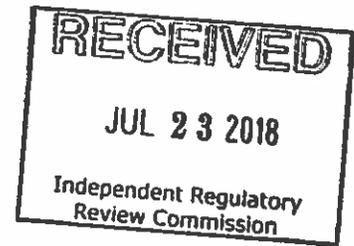
Newtown , Pennsylvania 18940

3202

**Kathy Cooper**

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**From:** Barbara Stakes <info@actionnetwork.org>  
**Sent:** Monday, July 23, 2018 9:00 AM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

For decades after the passage of federal and state laws on overtime it was accepted that moderately-paid salaried workers in the United States and Pennsylvania should receive overtime pay.

At one point, six out of 10 salaried workers automatically received overtime pay or they could go home after a 40-hour work week. Unfortunately, however, the federal and Pennsylvania salary levels below which all executive, administration and professional workers receive overtime pay have not changed since the mid-1970s. Therefore, fewer than one in 10 salaried workers today is automatically eligible for overtime.

As a result, the 40-hour work week, and the right to overtime pay, have been taken away from nearly half a million Pennsylvania salaried workers. Hundreds of thousands of department managers at big box stores, fast food shift supervisors, paralegals in law firms, manufacturing team leaders, office managers, and other salaried workers work for free over 40 hours. They often work 50 or 60 hours per week for an effective hourly rate of \$10 per hour or less even though they perform the same duties as hourly personnel for most of their work week.

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Barbara Stakes

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