

3202

Form Letter D. 49-90

Kathy Cooper

From: Darren Weaver <weaverism@me.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

RECEIVED
JUL 26 2018
Independent Regulatory
Review Commission

Dear Director of Labor Law Smolock,

As a small business owner in Pennsylvania, I am writing in opposition to the Department of Labor and Industry's proposal to more than double the salary threshold for employee overtime eligibility. As you may be aware, a federal court recently struck down an Obama-era rule that proposed to do the same thing to businesses like mine.

The proposed increase in the state threshold from an annual salary of \$23,660 to \$47,892 over three years will harm small businesses and their employees. It will limit the flexibility they 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 take into account 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.

Small businesses like mine can't afford the loss of flexibility and increased cost of the proposed overtime rule. It will ultimately reduce benefits and career opportunities for my employees, the very workers it is intended to help.

Sincerely,

Darren Weaver
169 Cedar Rd
Hershey, PA 17033
weaverism@me.com

Kathy Cooper

3202 .



From: Dee Rhoad <deerhoad@comcast.net>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

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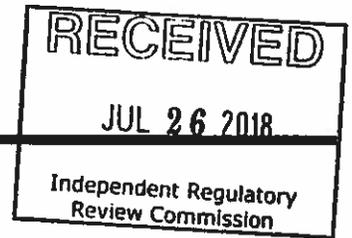
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Sincerely,

Dee Rhoad
111 Jacobs Dr
Coatesville, PA 19320
deerhoad@comcast.net

3202



Kathy Cooper

From: Natalie Confort <nataliejdc2015@gmail.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

As a small business owner in Pennsylvania, I am writing in opposition to the Department of Labor and Industry's proposal to more than double the salary threshold for employee overtime eligibility. As you may be aware, a federal court recently struck down an Obama-era rule that proposed to do the same thing to businesses like mine.

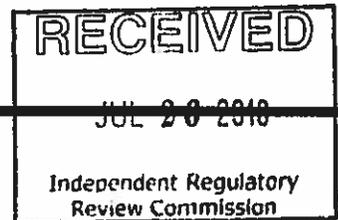
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Sincerely,

Natalie Confort
1067 E National Pike
Washington, PA 15301
nataliejdc2015@gmail.com

3202



Kathy Cooper

From: Randy Warren <rawarren@comcast.net>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

As a small business owner in Pennsylvania, I am writing in opposition to the Department of Labor and Industry's proposal to more than double the salary threshold for employee overtime eligibility. As you may be aware, a federal court recently struck down an Obama-era rule that proposed to do the same thing to businesses like mine.

We don't want PA to become more like NY State. PA Employers and Employees alike benefit from a small business friendly state. Your proposal is bad for small business, therefore, bad for employers and bad for employees.

The proposed increase in the state threshold from an annual salary of \$23,660 to \$47,892 over three years will harm small businesses and their employees. It will limit the flexibility they 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 take into account 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.

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Sincerely,

Randy Warren
100 Brookhollow Dr
Downingtown, PA 19335
rawarren@comcast.net

3202

Kathy Cooper

RECEIVED

From: Eric Loch <DiamondMan@LochsJewelers.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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Review Commission

Dear Director of Labor Law Smolock,

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Sincerely,

Eric Loch
3370 Lehigh St
Allentown, PA 18103
DiamondMan@LochsJewelers.com

3202

Kathy Cooper

From: Ed Graefe <egraefe@mydadsflooring.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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Review Commission

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Sincerely,

Ed Graefe
179 Old Swede Rd
Douglassville, PA 19518
egraefe@mydadsflooring.com

3202

Kathy Cooper

RECEIVED

From: PAT HERRING <PATH@HERRINGMOTOR.COM>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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Review Commission

Dear Director of Labor Law Smolock,

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Sincerely,

PAT HERRING
4253 Glades Pike
Somerset, PA 15501
PATH@HERRINGMOTOR.COM

3202

Kathy Cooper

From: Jay Horning <jay@gallamaminating.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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Review Commission

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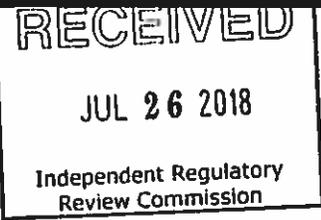
Sincerely,

Jay Horning
405 W Metzler Rd
Ephrata, PA 17522
jay@gallamaminating.com

3202

Kathy Cooper

From: Amy Watt <amy@wattstruck.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase



Dear Director of Labor Law Smolock,

As a small business owner in Pennsylvania, I am writing in opposition to the Department of Labor and Industry's proposal to more than double the salary threshold for employee overtime eligibility. As you may be aware, a federal court recently struck down an Obama-era rule that proposed to do the same thing to businesses like mine.

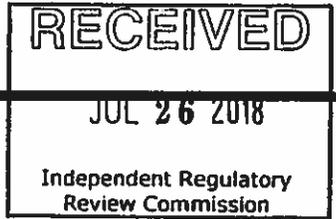
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Sincerely,

Amy Watt
100 Mount Carmel Rd
New Alexandria, PA 15670
amy@wattstruck.com

3202



Kathy Cooper

From: Jeffrey Coup <jeff@coupagency.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

As a small business owner in a small town in Pennsylvania, I am writing in opposition to the Department of Labor and Industry's proposal to more than double the salary threshold for employee overtime eligibility. As you may be aware, a federal court recently struck down an Obama-era rule that proposed to do the same thing to businesses like mine.

The proposed increase in the state threshold from an annual salary of \$23,660 to \$47,892 over three years will harm small businesses and their employees. It will limit the flexibility they 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 take into account 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.

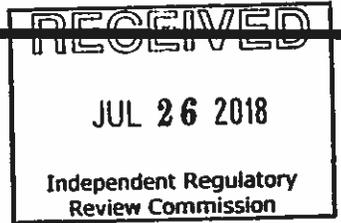
Small businesses like mine can't afford the loss of flexibility and increased cost of the proposed overtime rule. It will ultimately reduce benefits and career opportunities for my employees, the very workers it is intended to help.

Sincerely,

Jeffrey Coup
700 Upper Market St
Milton, PA 17847
jeff@coupagency.com

3202

Kathy Cooper



From: John Ross <Rosspavingservices@gmail.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

As a small business owner in Pennsylvania, I am writing in opposition to the Department of Labor and Industry's proposal to more than double the salary threshold for employee overtime eligibility. As you may be aware, a federal court recently struck down an Obama-era rule that proposed to do the same thing to businesses like mine.

The proposed increase in the state threshold from an annual salary of \$23,660 to \$47,892 over three years will harm small businesses and their employees. It will limit the flexibility they 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 take into account 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.

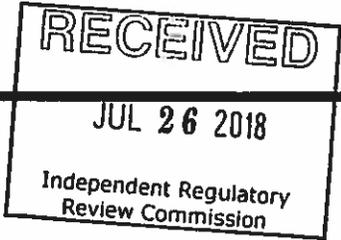
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Sincerely,

John Ross
5173 Snyder Mill Rd
Spring Grove, PA 17362
Rosspavingservices@gmail.com

3202

Kathy Cooper



From: Stephen Zacherl <ckindustrialrepair@gmail.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

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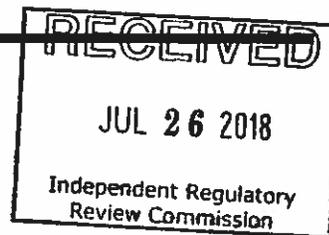
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Sincerely,

Stephen Zacherl
1399 Kimmel Rd
Home, PA 15747
ckindustrialrepair@gmail.com

3202

Kathy Cooper



From: Shirley Prasko <praskotax@gmail.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

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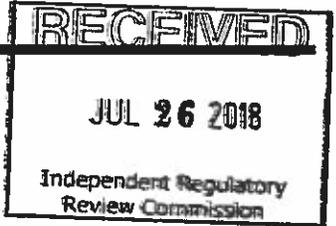
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Sincerely,

Shirley Prasko
198 Account Ln
Hastings, PA 16646
praskotax@gmail.com

3202

Kathy Cooper



From: Daniel Fitzsimmons <fitsid@nationwide.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

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Sincerely,

Daniel Fitzsimmons
117 Wagush Trl
Medford, NJ 08055
fitsid@nationwide.com

3202

Kathy Cooper

RECEIVED

From: Larry Schwartz <larryschwartz@midnightbluetech.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRRC
Subject: Comment on proposed overtime salary threshold increase

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Sincerely,

Larry Schwartz
4955 Steubenville Pike Ste 160
Pittsburgh, PA 15205
larryschwartz@midnightbluetech.com

3202

Kathy Cooper

RECEIVED

From: Steven Spohn <steven@spohn.net>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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Sincerely,

Steven Spohn
494 E Lincoln Ave
Myerstown, PA 17067
steven@spohn.net

3202

Kathy Cooper

RECEIVED

From: John Driver <sales@westbranchrental.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
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Small businesses like mine can't afford the loss of flexibility and increased cost of the proposed overtime rule. It will ultimately reduce benefits and career opportunities for my employees, the very workers it is intended to help. This law will only have a negative impact on our company and ultimately decrease the amount of hours and pay for employees.

Sincerely,

John Driver
441 N 10th St
Lewisburg, PA 17837
sales@westbranchrental.com

3202

Kathy Cooper

RECEIVED

From: Scot Stambaugh, Jr <scotstambaugh@hotmail.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
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Sincerely,

Scot Stambaugh
7044 Blue Hill Rd
Glenville, PA 17329
scotstambaugh@hotmail.com

3202

Kathy Cooper

RECEIVED

From: Matthew Cole <matthew.cole@sixstarspf.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
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Sincerely,

Matthew Cole
8971 Harmony Dr
Pittsburgh, PA 15237
matthew.cole@sixstarspf.com

3202

Kathy Cooper

RECEIVED

From: Paul Anastasio <panastasio@optimatech.net>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
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Sincerely,

Paul Anastasio
104 N 25th St
Camp Hill, PA 17011
panastasio@optimatech.net

3202

Kathy Cooper

RECEIVED

From: Sharon Althouse, A <aaalthouse@comcast.net>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

JUL 26 2018

Independent Regulatory
Review Commission

Dear Director of Labor Law Smolock,

As a small business owner in Pennsylvania, I am writing in opposition to the Department of Labor and Industry's proposal to more than double the salary threshold for employee overtime eligibility. As you may be aware, a federal court recently struck down an Obama-era rule that proposed to do the same thing to businesses like mine.

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Small businesses like mine can't afford the loss of flexibility and increased cost of the proposed overtime rule. It will ultimately reduce benefits and career opportunities for my employees, the very workers it is intended to help.

Sincerely,

Sharon Althouse
771 Stracks Dam Rd
Myerstown, PA 17067
aaalthouse@comcast.net

3202

Kathy Cooper

From: Jeffrey Dickson <jsd@epix.net>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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JUL 26 2018

Independent Regulatory
Review Commission

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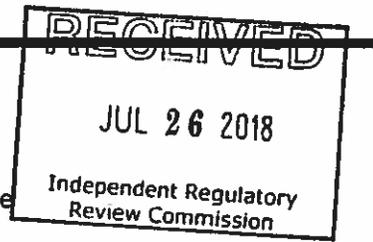
Sincerely,

Jeffrey S Dickson CEO
100 Parry St
Luzerne, PA 18709
jsd@epix.net

3202

Kathy Cooper

From: Judy Bennett <jmbbennett16@embarqmail.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase



Dear Director of Labor Law Smolock,

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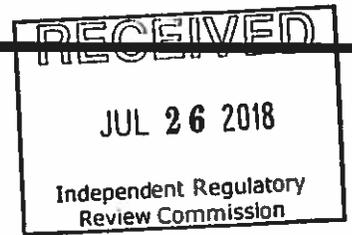
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Sincerely,

Judy Bennett
2656 Apple Way
Chambersburg, PA 17202
jmbbennett16@embarqmail.com

3202

Kathy Cooper



From: lynn brion <brion589869@gmail.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

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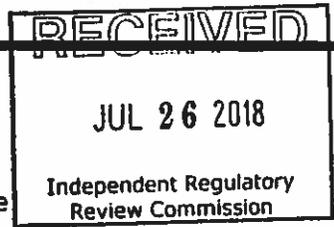
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Sincerely,

lynn h. briob
1585 Brion Rd
Liberty, PA 16930
brion589869@gmail.com

3202

Kathy Cooper



From: Aaron Althouse <a.a.althouse@comcast.net>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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Sincerely,

Aaron Althouse
771 Stracks Dam Rd
Myerstown, PA 17067
a.a.althouse@comcast.net

3202

RECEIVED

JUL 26 2018

Independent Regulatory
Review Commission

Kathy Cooper

From: Kevin Young <kevin.young@youngcraft.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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Sincerely,

Kevin Young
400 Howell St
Bristol, PA 19007
kevin.young@youngcraft.com

3202

Kathy Cooper



From: James Germak, Germak <jgermak@jagtrux.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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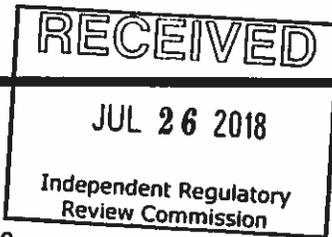
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Sincerely,

James Germak
1435 River Rd
Marietta, PA 17547
jgermak@jagtrux.com

3202

Kathy Cooper



From: David Stern <dstern@parisco.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

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Sincerely,

David Stern
250 S 9th St
Du Bois, PA 15801
dstern@parisco.com

3202

Kathy Cooper



From: Tim Koch <tim@kochslg.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

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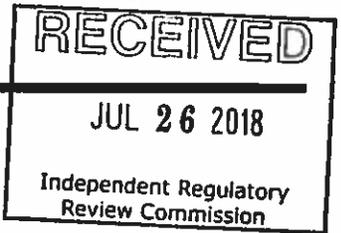
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Sincerely,

Tim Koch
28 Terrace Cir
Orwigsburg, PA 17961
tim@kochslg.com

3202

Kathy Cooper



From: Nancy A Ney <bibledepotsunbury@gmail.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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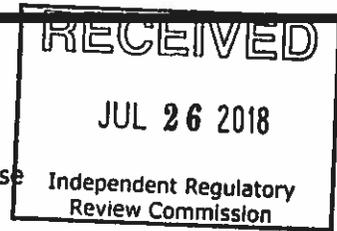
Sincerely,

Nancy A. Ney
122 N Front St
Sunbury, PA 17801
bibledepotsunbury@gmail.com

3202

Kathy Cooper

From: David Little <dlittle@relittle.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase



Dear Director of Labor Law Smolock,

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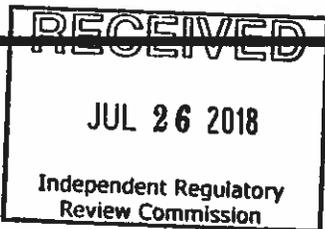
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Sincerely,

David Little
108 Rose Ln
Perkiomenville, PA 18074
dlittle@relittle.com

3202

Kathy Cooper



From: Lisa Goth <lgoth@leachagency.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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We consider our office professional. Professional in the way we take care of our clients and professional in the way we take care of our employees. It is because of our flexibility that we keep our employees for as long as 57.5 years. Over 50% of the employees have been here over 20 years. The image of a professional office like ours having to punch a clock is a moral buster. It is the flexibility that we have to help our employees that attract our workers along with the professional atmosphere.

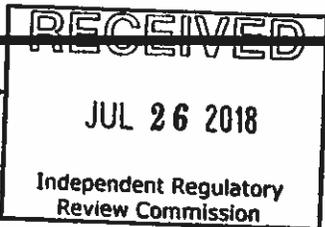
We strongly oppose this action and ask that you do not increase the threshold.

Sincerely,

Lisa A Goth
533 Penn St
New Bethlehem, PA 16242
lgoth@leachagency.com

3202

Kathy Cooper



From: Kenneth Bissinger <kenbissinger@renewdesigngroup.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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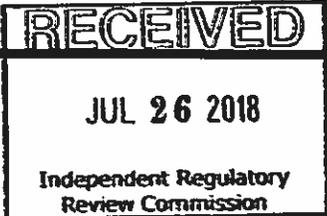
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Sincerely,

Kenneth Bissinger
41 Avalon Ct
Doylestown, PA 18901
kenbissinger@renewdesigngroup.com

3202

Kathy Cooper



From: Edmund T. Mann, Jr <Mannscape@comcast.net>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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Sincerely,

Edmund T. Mann Jr
1521 Bustleton Pike
Southampton, PA 18966
Mannscape@comcast.net

3202

Kathy Cooper



From: Douglass Caggiano <doug@elementumsolutions.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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Sincerely,

Douglass E Caggiano
508 E Pine St
Grove City, PA 16127
doug@elementumsolutions.com

3202



Kathy Cooper

From: Kenneth Trippett <petcare@whvh.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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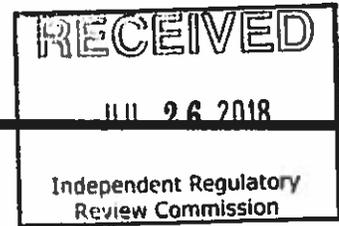
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Sincerely,

Kenneth Trippett
187 N Old Turnpike Rd
Drums, PA 18222
petcare@whvh.com

3202

Kathy Cooper



From: Mr. & Mrs. Ernest Naugle <ErnieNaugle@icloud.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

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Sincerely,

Ernest Naugle
248 Gemini Ln
Montoursville, PA 17754
ErnieNaugle@icloud.com

3202

RECEIVED
JUL 26 2018
Independent Regulatory
Review Commission

Kathy Cooper

From: Betsy Schlegel <kschlegel@tds.net>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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Small businesses like mine can't afford the loss of flexibility and increased cost of the proposed overtime rule. It will ultimately reduce benefits and career opportunities for my employees, the very workers it is intended to help. Being in the farming industry this idea only makes it that much harder for the seasonal work to be done and also causes the already overworked farm owner to have to work around the clock when we are already exhausted. Our employees are happy to work and help to get the jobs done, and this would alienate them from their job as the farming income can not afford to pay this much in labor cost.

Sincerely,

Betsy Schlegel
1426 State Route 147
Dalmatia, PA 17017
kschlegel@tds.net

3202

Kathy Cooper

RECEIVED
JUL 26 2018
Independent Regulatory Review Commission

From: Patricia Pinto <tpinto@ajapplianceinc.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

Dear Director of Labor Law Smolock,

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Sincerely,

Patricia Pinto
 2011 S 15th St
 Philadelphia, PA 19145
tpinto@ajapplianceinc.com

3202

Kathy Cooper

RECEIVED

From: Marie Brown <dinergirl1219@gmail.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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Dear Director of Labor Law Smolock,

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The proposed increase in the state threshold from an annual salary of \$23,660 to \$47,892 over three years will harm small businesses and their employees. It will limit the flexibility they 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 take into account 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.

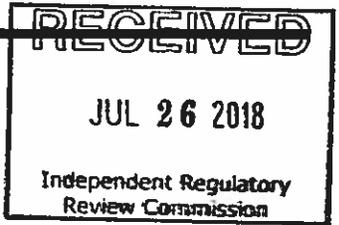
Small businesses like mine can't afford the loss of flexibility and increased cost of the proposed overtime rule. It will ultimately reduce benefits and career opportunities for my employees, the very workers it is intended to help.

Sincerely,

Marie Brown
1219 S Main St
Old Forge, PA 18518
dinergirl1219@gmail.com

3202

Kathy Cooper



From: Dale Weiler <daleweiler2@juno.com>
Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase

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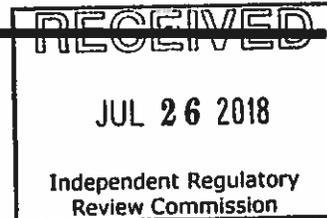
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Dale Weiler
1657 Union Grove Rd
East Earl, PA 17519
daleweiler2@juno.com

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Kathy Cooper



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Sent: Thursday, July 26, 2018 4:01 PM
To: IRRC
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Leonard DePaola
4718 4th Ave
Beaver Falls, PA 15010
depaolaconsulting@gmail.com