

3202 Form Letter E 100-115

**Kathy Cooper**

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**From:** Ethelind Baylor <info@actionnetwork.org>  
**Sent:** Wednesday, July 25, 2018 5:12 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.

Ethelind Baylor

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

1105 Allengrove St

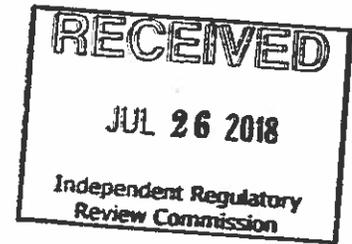
Philadelphia, Pennsylvania 19124

3202

**Kathy Cooper**

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**From:** Ashleigh Strange <info@actionnetwork.org>  
**Sent:** Wednesday, July 25, 2018 4:36 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.

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.

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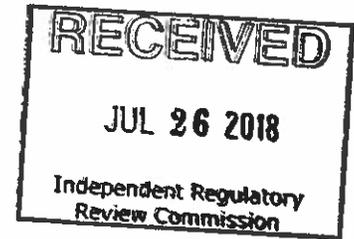
Ashleigh Strange  
[strange.ashleigh@gmail.com](mailto:strange.ashleigh@gmail.com)  
815 S. Front St.  
Allentown, Pennsylvania 18103

3202

**Kathy Cooper**

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**From:** Alina Sipp-Alpers <info@actionnetwork.org>  
**Sent:** Wednesday, July 25, 2018 4:13 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.

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Alina Sipp-Alpers

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

1241 Walnut St

Allentown, Pennsylvania 18102

3202

**Kathy Cooper**

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**From:** Smolock, Bryan <bsmolock@pa.gov>  
**Sent:** Thursday, July 26, 2018 9:53 AM  
**To:** IRRC; Kathy Cooper  
**Cc:** Haffner, Garrett; Rapach, Jennifer Buchanan; Schramm, Robert (LI-OCC)  
**Subject:** FW: Fair overtime!



**From:** Laura Smith [<mailto:info@actionnetwork.org>]  
**Sent:** Thursday, July 26, 2018 9:46 AM  
**To:** Smolock, Bryan <bsmolock@pa.gov>  
**Subject:** Fair overtime!

Bryan Smolock,

As someone who worked overtime for years without being paid for it because I was technically "salaried," I am writing to express my strong support for the regulation proposed by the Pennsylvania DOL to restore overtime pay for about 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--yup, that's right...about a half a century ago.

Therefore, fewer than one in 10 salaried workers today is automatically eligible for overtime.

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Laura Smith

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

5355 Knox Street

Philadelphia, Pennsylvania 19144

3202

**Kathy Cooper**

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**From:** Smolock, Bryan <bsmolock@pa.gov>  
**Sent:** Thursday, July 26, 2018 12:05 PM  
**To:** IRR; Kathy Cooper  
**Cc:** Haffner, Garrett; Schramm, Robert (LI-OCC); Rapach, Jennifer Buchanan  
**Subject:** FW: I Support The New Overtime Rule

**From:** Jessica Williamson [<mailto:info@actionnetwork.org>]  
**Sent:** Thursday, July 26, 2018 11:05 AM  
**To:** Smolock, Bryan <bsmolock@pa.gov>  
**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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Jessica Williamson

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

502 Oreland mill rd

Oreland, Pennsylvania 19075

## Kathy Cooper

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**From:** Mo Manklang <mo@usworker.coop>  
**Sent:** Thursday, July 26, 2018 2:47 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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Mo Manklang  
[mo@usworker.coop](mailto:mo@usworker.coop)  
4623 E Stiles Street  
Philadelphia, Pennsylvania 19137

## Kathy Cooper

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**From:** Vladimir Zykov <info@actionnetwork.org>  
**Sent:** Thursday, July 26, 2018 1:24 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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Vladimir Zykov

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

440 W. Sedgwick St. Apt. C218

Philadelphia, Pennsylvania 19119

## Kathy Cooper

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**From:** Patricia Williamson <info@actionnetwork.org>  
**Sent:** Thursday, July 26, 2018 12:11 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule

Bryan Smolock,

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Patricia Williamson  
[pattywilliamson1@gmail.com](mailto:pattywilliamson1@gmail.com)  
401 Ascot Rd  
Oreland, Pennsylvania 19075

## Kathy Cooper

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**From:** Omeed Firouzi <info@actionnetwork.org>  
**Sent:** Thursday, July 26, 2018 2:45 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule

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Omeed Firouzi

[omeed.firouzi@gmail.com](mailto:omeed.firouzi@gmail.com)

1030 East Lancaster Avenue

Rosemont, Pennsylvania 19010

## Kathy Cooper

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**From:** Claudia Silver <info@actionnetwork.org>  
**Sent:** Thursday, July 26, 2018 1:21 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule

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Claudia Silver  
[csilv38@gmail.com](mailto:csilv38@gmail.com)  
3914 Spruce St  
Philadelphia, Pennsylvania 19104

## Kathy Cooper

---

**From:** James Young <info@actionnetwork.org>  
**Sent:** Thursday, July 26, 2018 2:33 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule

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Please do the right thing for these folks.

Respectfully,  
James A. Young  
Harrisburg

James Young  
[jyoung17102@gmail.com](mailto:jyoung17102@gmail.com)  
2038 Susquehanna Street  
Harrisburg, Pennsylvania 17102

## Kathy Cooper

---

**From:** xelbita@hotmail.com <info@actionnetwork.org>  
**Sent:** Thursday, July 26, 2018 1:15 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule

Bryan Smolock,

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[xelbita@hotmail.com](mailto:xelbita@hotmail.com)

1630 S 10th St

Philadelphia, Pennsylvania 19148

## Kathy Cooper

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**From:** Bonnie Yoder <info@actionnetwork.org>  
**Sent:** Thursday, July 26, 2018 2:17 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule

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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.

Bonnie Yoder

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

136 Quince Ln

Charlottesville , Virginia 22902

## Kathy Cooper

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**From:** Lisa Santer <info@actionnetwork.org>  
**Sent:** Thursday, July 26, 2018 1:04 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.

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Lisa Santer  
[eggnoqgn@gmail.com](mailto:eggnoqgn@gmail.com)  
435 Gaskill St  
Philadelphia, Pennsylvania 19147

## Kathy Cooper

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**From:** Casey Smith <casey.smith@temple.edu>  
**Sent:** Thursday, July 26, 2018 2:11 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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Casey Smith

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548, 4th street

Verona, Pennsylvania 15147

## Kathy Cooper

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**From:** Julie Wilgus <info@actionnetwork.org>  
**Sent:** Thursday, July 26, 2018 1:03 PM  
**To:** Smolock, Bryan  
**Subject:** I Support The New Overtime Rule

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Julie Wilgus

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