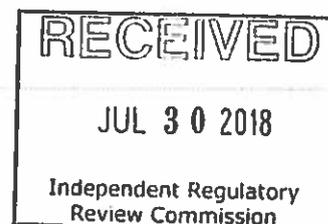


3202

Form Letter E 159-184

Kathy Cooper

From: Smolock, Bryan <bsmolock@pa.gov>
Sent: Monday, July 30, 2018 8:56 AM
To: IRRRC; Kathy Cooper
Cc: Rapach, Jennifer Buchanan; Schramm, Robert (LI-OCC); Haffner, Garrett
Subject: FW: Please be fair to the hard workers of Pennsylvania!



From: Nancy Vander Zwan [<mailto:info@actionnetwork.org>]
Sent: Saturday, July 28, 2018 8:50 AM
To: Smolock, Bryan <bsmolock@pa.gov>
Subject: Please be fair to the hard workers of Pennsylvania!

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.

Nancy Vander Zwan

nancymarievz@aol.com

142 E State St

Doylestown, Pennsylvania 18901

3202

Kathy Cooper

From: Helen Marshall <info@actionnetwork.org>
Sent: Friday, July 27, 2018 2:26 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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Helen Marshall

hmmquilts@aol.com

443 Militia Hill Road

Fort Washington, Pennsylvania 19034-1913

3202

Kathy Cooper

From: Kathy Goldberg <katgo@comcast.net>
Sent: Friday, July 27, 2018 12:44 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

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Kathy Goldberg

katgo@comcast.net

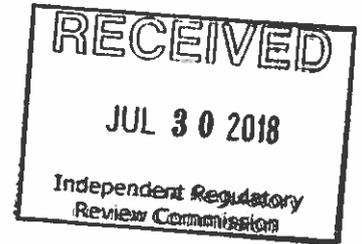
115 N Dietz Mill Rd

Green Lane, Pennsylvania 18054-2312

3202

Kathy Cooper

From: Jane Gramlich <info@actionnetwork.org>
Sent: Friday, July 27, 2018 12:38 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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Jane Gramlich

turn.the.tide@hotmail.com

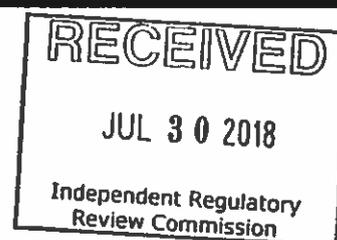
330 Fagleysville Road

Perkiomenville, Pennsylvania 18074

3202

Kathy Cooper

From: Sandi Bravman <info@actionnetwork.org>
Sent: Friday, July 27, 2018 7:15 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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Sandi Bravman

sandi.bravman@yahoo.com

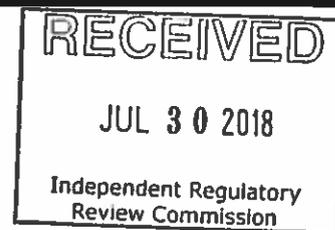
132 independence dr

Holland , Pennsylvania 18966

3202

Kathy Cooper

From: Jeffrey Cunnane <jeffcunnane@ptd.net>
Sent: Saturday, July 28, 2018 8:05 AM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

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Jeffrey Cunnane

jeffcunnane@ptd.net

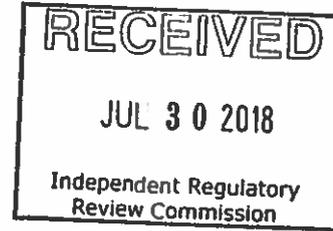
128 Durham Nox Rd

Kintnersville, Pennsylvania 18930

3202

Kathy Cooper

From: Sharon Derr <info@actionnetwork.org>
Sent: Saturday, July 28, 2018 3:27 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

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Sharon Derr

lowereast4sharon@gmail.com

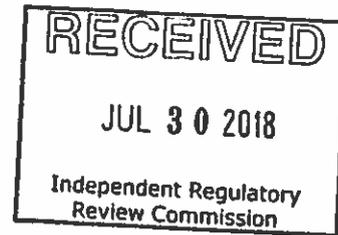
754 Walnut court

Bensalem, Pennsylvania 19020

3202

Kathy Cooper

From: Adrienne Morgado <ade222@mac.com>
Sent: Friday, July 27, 2018 7:18 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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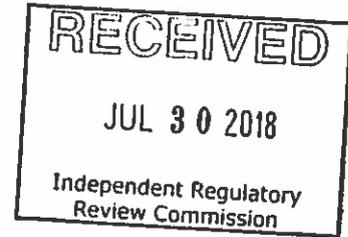
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Adrienne Morgado
ade222@mac.com
844 Worthington Mill Rd.
Newtown, Pennsylvania 18940

3202

Kathy Cooper

From: Cynthia Jones <cynoz@comcast.net>
Sent: Saturday, July 28, 2018 9:24 AM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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Cynthia Jones

cynoz@comcast.net

116 Circle Dr

Chalfont , Pennsylvania 18914

3202

Kathy Cooper

From: Beth McKnight <info@actionnetwork.org>
Sent: Saturday, July 28, 2018 9:19 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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Beth McKnight
h teb81@aol.com
1475 Woodbine Ave
Bensalem, Pennsylvania 19020

3202

Kathy Cooper

From: David Cosaboom <dcosaboom@verizon.net>
Sent: Friday, July 27, 2018 7:24 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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David Cosaboom
dcosaboom@verizon.net
37 tapered oak ln
Levittown , Pennsylvania 19054

3202

Kathy Cooper

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Sent: Saturday, July 28, 2018 9:37 AM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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Deborah Shapiro

Debbieshapiro@comcast.net

Box 171

Carversville, Pennsylvania 18913

3202

Kathy Cooper

From: Andrea Levenson <andrealevenson@verizon.net>
Sent: Saturday, July 28, 2018 10:11 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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Andrea Levenson
andrealevenson@verizon.net
908 Clover PI
Warminster , Pennsylvania 18974

3202

Kathy Cooper

From: Dayna Muniz <info@actionnetwork.org>
Sent: Friday, July 27, 2018 11:35 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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Dayna Muniz

daynita@gmail.com

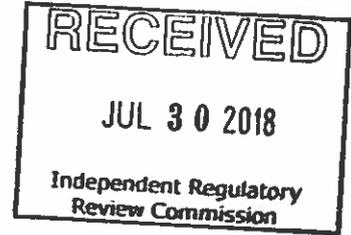
1412 Yerkes St.

Philadelphia, Pennsylvania 19150

3202

Kathy Cooper

From: Barbara Mills <barmills26@verizon.net>
Sent: Saturday, July 28, 2018 9:44 AM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

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Barbara Mills

barmills26@verizon.net

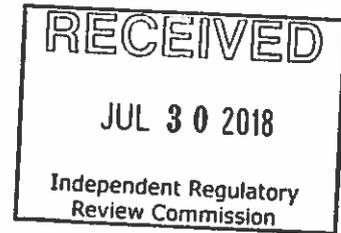
39 Bennett Dr

Doylestown, Pennsylvania 18901-4876

3202

Kathy Cooper

From: Willie Hunter <info@actionnetwork.org>
Sent: Sunday, July 29, 2018 9:23 AM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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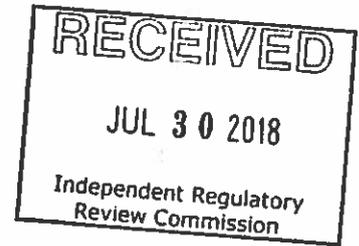
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Willie Hunter
enderforspeaker@gmail.com
4705 leiper st
Philadelphia, Pennsylvania 19124

3202

Kathy Cooper

From: MARK STEINBERG <minoach@live.com>
Sent: Friday, July 27, 2018 11:45 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

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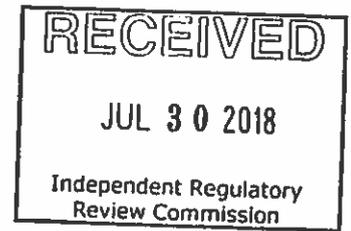
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MARK STEINBERG
minoach@live.com
401 BELLEVUE AVE
PENNDDEL, Pennsylvania 19047

3202

Kathy Cooper

From: KATHERINE CUNNINGHAM <info@actionnetwork.org>
Sent: Saturday, July 28, 2018 10:10 AM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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KATHERINE CUNNINGHAM

cappy2004@gmail.com

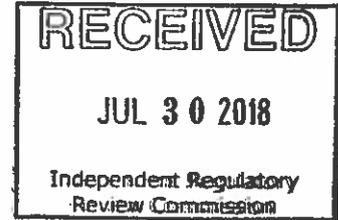
701 Center Ave., Apt. 711

PITTSBURGH, Pennsylvania 15238

3202

Kathy Cooper

From: Douglas Heyman <info@actionnetwork.org>
Sent: Sunday, July 29, 2018 10:38 AM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

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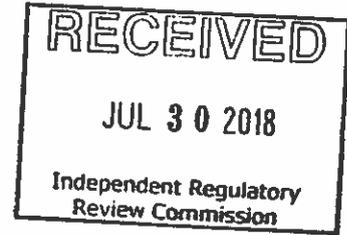
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Douglas Heyman
kwestor01@yahoo.com
50 S Valley Rd. D6
Paoli, Pennsylvania 19301

3202

Kathy Cooper

From: Leslie Meyerson <info@actionnetwork.org>
Sent: Sunday, July 29, 2018 10:39 AM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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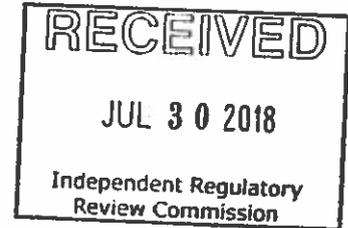
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Leslie Meyerson
lmeyersonot@gmail.com
508 W Mount Airy Ave
Philadelphia , Pennsylvania 19119

3202

Kathy Cooper

From: Laurita Hack <lhack001@temple.edu>
Sent: Sunday, July 29, 2018 3:49 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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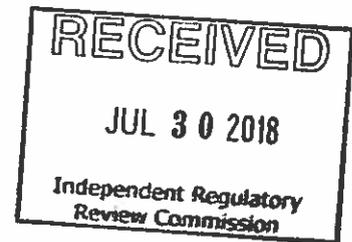
415 Gatcombe Lane

Bryn Mawr, Pennsylvania 19010

3202

Kathy Cooper

From: Jimmy Lamb <info@actionnetwork.org>
Sent: Sunday, July 29, 2018 11:24 AM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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Jimmy Lamb
jimmylambforthe18th@gmail.com
3301 Sarmiento Dr
Bensalem, Pennsylvania 19020

3202

Kathy Cooper

From: Norma Kline <normakline@windstream.net>
Sent: Sunday, July 29, 2018 5:56 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

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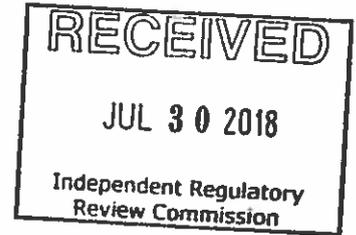
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Norma Kline
normakline@windstream.net
413 Martha Dr.
Meadville, Pennsylvania 16335

3202

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Sent: Sunday, July 29, 2018 11:24 AM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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jimmylambforthe18th@gmail.com
3301 Sarmiento Dr
Bensalem, Pennsylvania 19020

3202

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Sent: Sunday, July 29, 2018 6:01 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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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.

Howard Kolus

kacochl@gmail.com

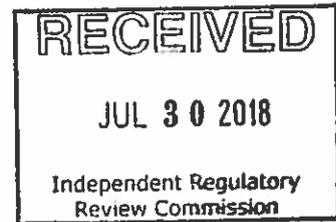
419 Kent Drive

Mechanicsburg, Pennsylvania 17055

3202

Kathy Cooper

From: Tiphonie Stocks <info@actionnetwork.org>
Sent: Sunday, July 29, 2018 12:34 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.

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.

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Tiphonie Stocks

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