

Stephen Hoffman

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From: Smolock, Bryan <bsmolock@pa.gov>
Sent: Friday, August 10, 2018 12:54 PM
To: IRRC; Kathy Cooper
Cc: Rapach, Jennifer Buchanan; Schramm, Robert (LI-OCC)
Subject: FW: Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

-----Original Message-----

From: Marc Turner [<mailto:mturner@gocareernow.com>]
Sent: Tuesday, August 07, 2018 8:49 PM
To: Smolock, Bryan <bsmolock@pa.gov>
Subject: Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

Marc Turner
4934 Peach st
Eri, PA 16509

August 7, 2018

2018 AUG 10 P 2:03
RECEIVED
IRRC

Dear Bryan Smolock,

I am a local human resource professional and am concerned about the impact that changes to the overtime regulations will have on my organization and our employees. Adopting regulations for Pennsylvania that dramatically increase the salary threshold and set it at the 30th percentile of weekly earnings of full-time salaried workers in the Northeast, in addition to updating the salary threshold every three years, will have a significant negative impact on the labor costs for my organization.

This proposal will also have a negative impact on employees as we adjust our workplace rules in order to control our overtime costs. This may include limiting the ability to work overtime and reducing workplace flexibility.

Dear Concerned,

I am a local President and am concerned about the impact that changes to the overtime regulations will have on my organization and our employees.

Adopting regulations for Pennsylvania that dramatically increase the salary threshold and set it at the 30th percentile of weekly earnings of full-time salaried workers in the Northeast, in addition to updating the salary threshold every three years, will have a significant negative impact on the labor costs for my organization. Virtually 100% of my Salaried workforce will be affected. This changes our cost structure unfairly pulling our business cost formula right out from underneath us and making us less competitive with the rest of the US states and beyond.

This proposal will also have a negative impact on employees as we adjust our workplace rules in order to control our overtime costs. This may include limiting the ability to work overtime and reducing workplace flexibility.

Please take my concerns into consideration as you evaluate these rules.

Sincerely,
Marc Turner