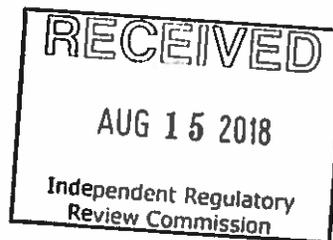


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To: Bryan Smolock (bsmolock@pa.gov)
Jennifer Buchanan Rapach (jerapach@pa.gov)
Pennsylvania Department of Labor & Industry

Fr: **Sharyn Feldman**
9726 Bustleton Avenue, Apt. 10
Philadelphia, PA 19115

Date: August 13, 2018

Re: Propose Changes to Pennsylvania's Overtime Regulations

Dear Mr. Smolock and Ms. Rapach:

I write in support of the proposal to change the Pennsylvania Minimum Wage Act regulations so that companies will be required to pay salaried employees at least \$47,892/year if they want to classify the employees as overtime-exempt administrators or executives.

As discussed below, I support this change based on my personal experience as a salaried employee who was denied overtime pay:

I work in the job title of Lead Health Assistant and earn an hourly wage. However, until recently, my employer (Accolade, Inc.) paid me a salary of under \$47,000, expected me to work long hours (usually over 50 hours per week), and did not pay me extra overtime compensation. Even though I was paid a salary, the work I performed did not involve any management responsibilities and did not require me to make decisions that impacted the company's general business operations. In fact, the work I previously performed as a salaried employee was not very different from the work I currently perform as an hourly employee.

Companies enjoy a big benefit when they pay employees a salary, require the employees to work long hours, and avoid making extra overtime payments. But employers that benefit from this tactic should at least be required to pay a respectable salary. In my opinion, requiring employers to pay the very modest salary of \$47,892/year (which does not get you too far in today's economy) is a matter of basic fairness.

Thank you for considering my comments.

Date: 8/13/2018 4:17:50 PM PDT

Sincerely,

DocuSigned by:

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Sharyn Feldman