

**Stephen Hoffman**

#3202

**From:** Smolock, Bryan <bsmolock@pa.gov>  
**Sent:** Friday, August 17, 2018 8:25 AM  
**To:** IRR; Kathy Cooper  
**Cc:** Rapach, Jennifer Buchanan; Schramm, Robert (LI-OCC); Lengel, Michelle  
**Subject:** FW: Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

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

**From:** Robert McDonough [<mailto:bmcdonough@rednersmarkets.com>]  
**Sent:** Friday, August 17, 2018 8:14 AM  
**To:** Smolock, Bryan <[bsmolock@pa.gov](mailto:bsmolock@pa.gov)>  
**Subject:** Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

Robert McDonough  
# 3 Quarry Rd  
Reading, PA 19605

August 17, 2018



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.

I am writing to express my concern over making changes to the exempt employee salary threshold. For my company Redners Markets Inc. This would be an extreme hardship. We employ hundreds of exempt workers in our retail supermarkets and our convenience stores. These employees are paid a fair salary that includes bonus' and additional perks including the freedom to work flexible non-restrictive schedules. To mandate a salary cap that high would force us to consider reducing all of these employees back to a non exempt status and limiting them to 40 hours per week. I can tell you this benefits neither the employee or the employer everyone loses. We have set our salaries to be fair and consistent. I agree that the current standard is too low, but to increase tot the proposed level would be extreme and unnecessary. Please consider my comments as you decide on this important change. Thank you for allowing us to comment.

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

Sincerely,  
Robert McDonough