

**From:** Smolock, Bryan <bsmolock@pa.gov>  
**Sent:** Tuesday, August 21, 2018 2:58 PM  
**To:** IRRC; Kathy Cooper  
**Cc:** Rapach, Jennifer Buchanan; Schramm, Robert (LI-OCC); Lengel, Michelle  
**Subject:** FW: new regulations challenge



**From:** George Hayden [mailto:george@haydenelectric.com]  
**Sent:** Tuesday, August 21, 2018 2:54 PM  
**To:** Smolock, Bryan <bsmolock@pa.gov>  
**Cc:** Donna Kozden <donnak@haydenelectric.com>  
**Subject:** new regulations challenge

Dear Mr. Smolock:

I am President and owner at George J. Hayden Inc and the Howard Company based in Hazleton and Bloomsburg, PA and I'm 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 30<sup>th</sup> 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 small business.

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.

Should this proposal go into effect, this would negatively impact my entire operation, which employs 100 plus people, 20 of which are non-exempt. It's likely we would have to reclassify some of our employees, cut back hours for some while we increase hours for others, depending on their classification. It would also limit our ability to promote electricians who wish to advance in the field from their hourly position to an exempt position, such as that of estimator. More of my employees will lose out on the benefits that comes with this career advancement, such as a consistent amount in their paycheck and greater flexibility in their work schedule.

I hope the Department understands the negative impact this proposal would have on my merit shop electrical contracting business and will reconsider this drastic change to Pennsylvania's overtime regulations.

Sincerely,

*George F. Hayden*  
President

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