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Kathy Cooper

From: jbutzer@advantageagents.com
Sent: Tuesday, June 19, 2018 12:32 PM
To: IRRC
Subject: Overtime Eligibility Changes

To whom it may concern:

I employ 20 people and these changes should not affect us directly due to our being exempt via ICC regulations, but please "NO changes to overtime eligibility". May I also note that no changes should be made to anyone in the transportation business sector as truck drivers are paid by the mile or load they deliver.

Any changes will just reduce hours that employees are paid to eliminate overtime as highlighted below. Anyone salaried would be put back on an hourly pay which would cause the employee to lose benefits. Plus, any burdensome changes will reduce Pennsylvania's ability to compete and we already have burdensome laws on businesses.

Pennsylvania ability to compete: This regulation will have a small impact on Pennsylvania's ability to compete and a potentially net positive impact. First, some employers do not have any salaried employees who earn more than the current federal EAP salary threshold but less than the threshold proposed in these regulations.

Second, employers that do could adjust to the new rule in ways that minimize its impact on costs.

Employers will have several choices with respect to these new regulations: to reduce workers' hours to eliminate overtime; to increase workers' salaries to above the new salary threshold; or to pay workers time-and-a-half for any excess hours worked.

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