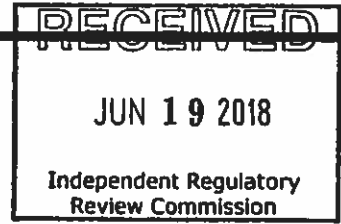


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Kathy Cooper



From: Tony J. Knepp <TKnepp@masonicvillages.org>
Sent: Tuesday, June 19, 2018 2:34 PM
To: IRRC
Subject: 34 Pa. Code Chapter 231

Thank you for taking the time to consider updating the Overtime Eligibility regulations, as the current standard in law support poverty level wages for employers who are brazen enough to pay such low wages. It is encouraging to see our state act when Federal regulations have failed to act in the best interests of the citizens they serve. Working in Human Resources and seeking the direct impact compensation has on business, budget, and payroll, I can know this law will not propose undue hardship for our business or employees. This is particularly important due to my work in the not for profit field, as this industry is often cited as being negatively impacted by the proposed changes.

We should seek to find a balance between, running a successful, profitable, sustainable business model, while supporting the employees and families that make them successful and I believe this law is a good step forward than our current system. It catches wages up to more current levels, allows employers to finally be able to include some commission in the calculation, and it prevents this travesty in the overtime wage gap from happening again to prevent this lapse in protection for workers when our governing bodies fail to act.

Please know as a business leader, and a human capital talent specialist, this proposed lawmaking will be in the longer term in the best interests for businesses and for employees.

Thank you.

Tony Knepp
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