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**Kathy Cooper**

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**From:** Jim Westhoff <jwesthoff@a-lok.com>  
**Sent:** Wednesday, June 20, 2018 9:22 AM  
**To:** IRRC  
**Subject:** Amendments to 34Pa Code Chapter 231 Regarding Overtime Pay

To Whom It May Concern:

As a taxpayer and business professional in the Commonwealth of Pennsylvania, I am very concerned with the negative consequences this proposal would have on our business activity and the staff we employ.

The mandatory changes this proposal would impose on wage thresholds for exempt status is more than double that of the current rate set by the federal government and includes significant revisions to the duties tests which are used to determine eligibility. This proposal would also establishes an automatic update to salary thresholds every three years starting in 2023.

All of the reasons stated above will hinder our ability to remain competitive by significantly increasing our cost of doing business and cause dramatic damage to our workplace culture and morale as we would most likely shift employees from salary to an hourly arrangement that would require employees to start clocking in and out. Record keeping would be burdensome, as well as put us in a position to be less flexible with our staff on work schedules. This could also complicate our ability to offer training opportunities and benefits.

Bottomline is this proposal should be abandoned since it would only apply to Pennsylvania and would further harm the Commonwealth competitiveness in relation to other states.

Sincerely,

Jim Westhoff

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