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**Kathy Cooper**

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**From:** Patrick J. Kahle <patkahle@zacherlmotors.com>  
**Sent:** Wednesday, June 20, 2018 1:46 PM  
**To:** IRRC  
**Subject:** overtime eligibility changes

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To whom it may concern:

I'm writing to you to **voice my complete opposition to Governor Wolf's proposed changes to salaried employees/overtime eligibility.**

I am the President and one of the owners of Zacherl Motor Truck Sales in Clarion, PA. Clarion is in Clarion County in northwest Pennsylvania and we have had our share of rough economic times in the last 10 years. Our area and our county has lost many employers to other states because of many reasons, not the least of which is the regulatory climate in our Commonwealth.

I currently have 6 of my 32 employees on salary. These salaried employees enjoy freedom to come and go without worrying about punching a time clock and they are proud to work with our 78 year old corporation. They are part of a generous bonus plan that pays them bonus based on company profits. It is ludicrous to think that we should have to make them punch a clock and be paid hourly to avoid a \$47,000 mandated salary that we cannot afford. We would be forced into watching their minutes and hours to ensure that they are compensated legally according to this new proposed law, which currently is unnecessary. When our employees need to visit doctors, attend their children's events, or just skip out early, we currently allow this without question. A timeclock would change all of this for them as they would miss out on pay that they currently get through their salary position.

Pennsylvania's lawmakers have no reason or right to tell my employees and I how to handle their salary if we both are satisfied with our pay plan. Last night I saw a campaign commercial for Governor Wolf touting him as a "small business friendly Governor".... How ironic. I agree with the many critics of this new plan, including the PA Chamber of Business and Industry, who tell us that ***"Governor's Wolf's proposal has prompted concerns; and since it would only apply to Pennsylvania, it would further harm the Commonwealth's competitiveness in relation to other states."***

Consider this a great big "NO" vote from the owners of Zacherl Motor Truck Sales to this proposed legislation.

If you would like to speak with me about this subject, please call me at either of the numbers below.

Thank you.

**Patrick Kahle**  
**Zacherl Motor Truck Sales**  
**800-832-8580**  
**814-229-9877 - mobile**