

Kathy Cooper

From: David Souders <David.Souders.1428031@muster.com>
Sent: Monday, July 02, 2018 2:01 PM
To: IRRC
Subject: Regulation #12-106 Overtime eligibility rules

Dear Independent Regulatory Review Commission,

Thank you for the opportunity to comment on proposed regulations submitted by the Pennsylvania Department of Labor and Industry (L&I). These regulations are intended to update the rules that determine if an employee is required to be paid overtime.

Though this proposed regulation may be well-intended I believe the EMPLOYER should be free to offer salaried employment at any pay level and the EMPLOYEE should be able to choose either salary or hourly depending on the nature of the work and what is most suitable to the employee. I do NOT advocate that employers not pay for services rendered, rather allow EMPLOYERS AND EMPLOYEES determine what works best for their particular circumstances. Let the market place decide these things. We do not need big government mandating one-size-fits-all policies.

Thank you for considering my views on this important matter.

Sincerely,

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David Souders
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