

Kathy Cooper

From: Lisa Dell'Alba <Ldellalba@squareonemarkets.com>
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I am writing as a small business owner of 9 locations serving Pennsylvania citizens in the convenience and gasoline segment. We employ almost 100 people in 4 counties in the state. For many, working in a convenience store is a first job and is often times a found career path. Many of our employees have had long tenures with our company because of its values, and very importantly the flexibility to manage the components of life which sometimes exist inside the scope of a 'typical work day'. The flexibility we offer our teams enables parents to care for their families and for many individuals to manage healthcare needs and other important things when they need to. I am deeply concerned that the current proposed overtime regulations would drastically hinder the flexibility that we offer our team and ultimately create a quality of life issue for many, even possibly creating a scenario under which many may not be able to work.

Our industry has recently had some pretty major blows to it after the gasoline tax increase and the cigarette and vapor taxes in August 2016. In one case, our volume decreased by a solid 30% at one site because the decision to raise the cigarette taxes sent many to the other side of the border to New Jersey. I am not confident that any small business, especially those already crippled by the aforementioned policies will be able to absorb an increase of 2 times the current rate for salaried employees. Not to mention the added stress on many hourly employees when there is simply no more time to tend to the needs of the operation. While I support the need for families to earn livable wages, most businesses already provide that to their hard-working team members without being mandated to do so. This decision may look wonderful on paper but I am afraid the real world application of it will be starkly different and will force many small businesses to close. If this was not passed on the federal level, why would our state officials think this is a good idea?

Lisa M. Dell'Alba

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