

Kathy Cooper

From: Ethelind Baylor <info@actionnetwork.org>
Sent: Wednesday, July 25, 2018 5:12 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

For decades after the passage of federal and state laws on overtime it was accepted that moderately-paid salaried workers in the United States and Pennsylvania should receive overtime pay.

At one point, six out of 10 salaried workers automatically received overtime pay or they could go home after a 40-hour work week. Unfortunately, however, the federal and Pennsylvania salary levels below which all executive, administration and professional workers receive overtime pay have not changed since the mid-1970s. Therefore, fewer than one in 10 salaried workers today is automatically eligible for overtime.

As a result, the 40-hour work week, and the right to overtime pay, have been taken away from nearly half a million Pennsylvania salaried workers. Hundreds of thousands of department managers at big box stores, fast food shift supervisors, paralegals in law firms, manufacturing team leaders, office managers, and other salaried workers work for free over 40 hours. They often work 50 or 60 hours per week for an effective hourly rate of \$10 per hour or less even though they perform the same duties as hourly personnel for most of their work week.

Fortunately, just as states have the right to establish a minimum wage higher than the federal minimum wage, they also have the right to set a

higher overtime threshold. Neighboring New York has already updated its thresholds. I applaud Gov. Wolf's proposal that Pennsylvania do the same. I also applaud his decision to phase in this change over three years – giving businesses ample time to adjust. Good Pennsylvania businesses that recognize their employees as their most important asset, such as Altoona-based Sheetz, have already decided to lift their salaries to the level proposed by Gov. Wolf.

Many of the same forces that opposed the 40-hour work week a century ago – and also opposed a minimum wage, child labor laws, health and safety standards and every other requirement that business treat employees decently – will reflexively oppose Gov. Wolf's common-sense proposal. Since the governor's action and authority to make this change is rooted in state law, it should be implemented.

Ethelind Baylor

lynnbaylor@gmail.com

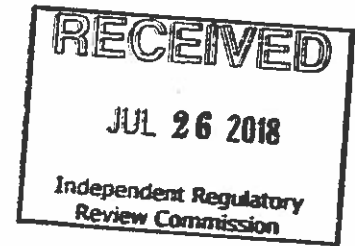
1105 Allengrove St

Philadelphia, Pennsylvania 19124

3202

Kathy Cooper

From: Ashleigh Strange <info@actionnetwork.org>
Sent: Wednesday, July 25, 2018 4:36 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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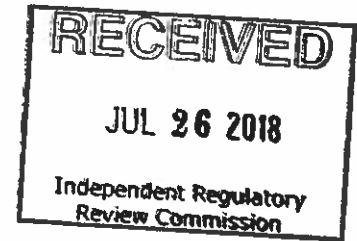
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Ashleigh Strange
strange.ashleigh@gmail.com
815 S. Front St.
Allentown, Pennsylvania 18103

3202

Kathy Cooper

From: Alina Sipp-Alpers <info@actionnetwork.org>
Sent: Wednesday, July 25, 2018 4:13 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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Alina Sipp-Alpers

asippalpers@gmail.com

1241 Walnut St

Allentown, Pennsylvania 18102

3202

Kathy Cooper

From: Smolock, Bryan <bsmolock@pa.gov>
Sent: Thursday, July 26, 2018 9:53 AM
To: IRRC; Kathy Cooper
Cc: Haffner, Garrett; Rapach, Jennifer Buchanan; Schramm, Robert (LI-OCC)
Subject: FW: Fair overtime!

From: Laura Smith [<mailto:info@actionnetwork.org>]
Sent: Thursday, July 26, 2018 9:46 AM
To: Smolock, Bryan <bsmolock@pa.gov>
Subject: Fair overtime!



Bryan Smolock,

As someone who worked overtime for years without being paid for it because I was technically "salaried," I am writing to express my strong support for the regulation proposed by the Pennsylvania DOL to restore overtime pay for about 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

For decades after the passage of federal and state laws on overtime it was accepted that moderately-paid salaried workers in the United States and Pennsylvania should receive overtime pay.

At one point, six out of 10 salaried workers automatically received overtime pay or they could go home after a 40-hour work week. Unfortunately, however, the federal and Pennsylvania salary levels below which all executive, administration and professional workers receive overtime pay have not changed since the mid-1970s--yup, that's right...about a half a century ago.

Therefore, fewer than one in 10 salaried workers today is automatically eligible for overtime.

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Laura Smith

laurarainbowsmith@gmail.com

5355 Knox Street

Philadelphia, Pennsylvania 19144

3202

Kathy Cooper

From: Smolock, Bryan <bsmolock@pa.gov>
Sent: Thursday, July 26, 2018 12:05 PM
To: IRR; Kathy Cooper
Cc: Haffner, Garrett; Schramm, Robert (LI-OCC); Rapach, Jennifer Buchanan
Subject: FW: I Support The New Overtime Rule

From: Jessica Williamson [<mailto:info@actionnetwork.org>]
Sent: Thursday, July 26, 2018 11:05 AM
To: Smolock, Bryan <bsmolock@pa.gov>
Subject: I Support The New Overtime Rule



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Jessica Williamson

jerowilliamson@yahoo.com

502 Oreland mill rd

Oreland, Pennsylvania 19075

Kathy Cooper

From: Mo Manklang <mo@usworker.coop>
Sent: Thursday, July 26, 2018 2:47 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule

Bryan Smolock,

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Mo Manklang
mo@usworker.coop
4623 E Stiles Street
Philadelphia, Pennsylvania 19137

Kathy Cooper

From: Vladimir Zykov <info@actionnetwork.org>
Sent: Thursday, July 26, 2018 1:24 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule

Bryan Smolock,

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Vladimir Zykov

vazykov@gmail.com

440 W. Sedgwick St. Apt. C218

Philadelphia, Pennsylvania 19119

Kathy Cooper

From: Patricia Williamson <info@actionnetwork.org>
Sent: Thursday, July 26, 2018 12:11 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule

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Patricia Williamson
pattywilliamson1@gmail.com
401 Ascot Rd
Oreland, Pennsylvania 19075

Kathy Cooper

From: Omeed Firouzi <info@actionnetwork.org>
Sent: Thursday, July 26, 2018 2:45 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule

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Omeed Firouzi

omeed.firouzi@gmail.com

1030 East Lancaster Avenue

Rosemont, Pennsylvania 19010

Kathy Cooper

From: Claudia Silver <info@actionnetwork.org>
Sent: Thursday, July 26, 2018 1:21 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule

Bryan Smolock,

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Claudia Silver
csilv38@gmail.com
3914 Spruce St
Philadelphia, Pennsylvania 19104

Kathy Cooper

From: James Young <info@actionnetwork.org>
Sent: Thursday, July 26, 2018 2:33 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule

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Please do the right thing for these folks.

Respectfully,
James A. Young
Harrisburg

James Young
jyoung17102@gmail.com
2038 Susquehanna Street
Harrisburg, Pennsylvania 17102

Kathy Cooper

From: xelbita@hotmail.com <info@actionnetwork.org>
Sent: Thursday, July 26, 2018 1:15 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule

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xelbita@hotmail.com

1630 S 10th St

Philadelphia, Pennsylvania 19148

Kathy Cooper

From: Bonnie Yoder <info@actionnetwork.org>
Sent: Thursday, July 26, 2018 2:17 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule

Bryan Smolock,

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Bonnie Yoder

Bonniejyoder@gmail.com

136 Quince Ln

Charlottesville , Virginia 22902

Kathy Cooper

From: Lisa Santer <info@actionnetwork.org>
Sent: Thursday, July 26, 2018 1:04 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule

Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

For decades after the passage of federal and state laws on overtime it was accepted that moderately-paid salaried workers in the United States and Pennsylvania should receive overtime pay.

At one point, six out of 10 salaried workers automatically received overtime pay or they could go home after a 40-hour work week. Unfortunately, however, the federal and Pennsylvania salary levels below which all executive, administration and professional workers receive overtime pay have not changed since the mid-1970s. Therefore, fewer than one in 10 salaried workers today is automatically eligible for overtime.

As a result, the 40-hour work week, and the right to overtime pay, have been taken away from nearly half a million Pennsylvania salaried workers. Hundreds of thousands of department managers at big box stores, fast food shift supervisors, paralegals in law firms, manufacturing team leaders, office managers, and other salaried workers work for free over 40 hours. They often work 50 or 60 hours per week for an effective hourly rate of \$10 per hour or less even though they perform the same duties as hourly personnel for most of their work week.

Fortunately, just as states have the right to establish a minimum wage higher than the federal minimum wage, they also have the right to set a

higher overtime threshold. Neighboring New York has already updated its thresholds. I applaud Gov. Wolf's proposal that Pennsylvania do the same. I also applaud his decision to phase in this change over three years – giving businesses ample time to adjust. Good Pennsylvania businesses that recognize their employees as their most important asset, such as Altoona-based Sheetz, have already decided to lift their salaries to the level proposed by Gov. Wolf.

Many of the same forces that opposed the 40-hour work week a century ago – and also opposed a minimum wage, child labor laws, health and safety standards and every other requirement that business treat employees decently – will reflexively oppose Gov. Wolf's common-sense proposal. Since the governor's action and authority to make this change is rooted in state law, it should be implemented.

Lisa Santer
eggnoqgn@gmail.com
435 Gaskill St
Philadelphia, Pennsylvania 19147

Kathy Cooper

From: Casey Smith <casey.smith@temple.edu>
Sent: Thursday, July 26, 2018 2:11 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule

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Casey Smith

casey.smith@temple.edu

548, 4th street

Verona, Pennsylvania 15147

Kathy Cooper

From: Julie Wilgus <info@actionnetwork.org>
Sent: Thursday, July 26, 2018 1:03 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule

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Julie Wilgus

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Philadelphia, Pennsylvania 19125