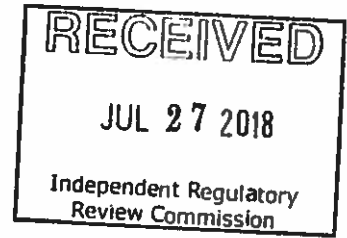


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Kathy Cooper

From: VP DISTRICT 03 <IVPD_03@IBEW.org>
Sent: Friday, July 27, 2018 10:56 AM
To: IRRC
Subject: Overtime Pay Regulation Needs Your Support



Chairman George Bedwick
Independent Regulatory Review Commission
333 Market Street, 14th Floor
Harrisburg, PA 17101

Dear Chairman Bedwick:

On behalf of more than 40,000 active and retired members of the International Brotherhood of Electrical Workers (IBEW) that live and work in Pennsylvania, I urge you to support the newly proposed regulation by the Pennsylvania Department of Labor and Industry regarding the Executive, Administrative, and Professional (EAP) salaried worker exemptions.

Since the last adjustment of the EAP salaried worker exemptions over 40 years ago, salaried workers covered by overtime regulation has fallen to 8% from over 60% that were covered in 1975. Employers have consistently taken advantage of the lack of change in the regulation by misclassifying workers and paying sub-standard wages.

By updating this standard, it would immediately benefit 465,000 Pennsylvania workers by bringing them overtime protection. The Department of Labor and Industry can positively affect these working men and women of Pennsylvania by amending the definitions section of executive, administrative, and professional workers to correctly classify workers for the labor they do. This would also discourage employers from misclassifying a job description.

There are several possible outcomes that could offer a positive return for the commonwealth. For instance, companies would have to pay overtime compensation to workers for the hours they work, leading to an immediate raise for those workers. Or, instead of paying the overtime, a company would expand their workforce leading to a drop in the commonwealth's unemployment rate. Either outcome would be good for workers and Pennsylvania as a whole, with more money in the pockets of working Pennsylvanians or increased opportunities in the job market. This additional income would be spent in local communities, providing a boon for businesses and higher tax revenues for the Commonwealth.

Thank you for your time and consideration to this important matter.

Best regards,
Michael D. Welsh
International Vice President
IBEW, Third District