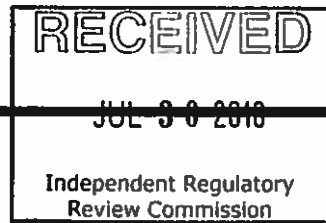


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Kathy Cooper

From: Jenkins, Kelly <kejenkins@bair.org>
Sent: Monday, July 30, 2018 12:38 PM
To: IRRC; bsmolock@pa.gov
Cc: Jenkins, Kelly
Subject: Proposed Rulemaking Title 34 labor & Industry Regulations for Minimum Wage 34 Pa. Code Pt XII, Dh 231

Dear Director Smolock and IRRC,

My name is Kelly Jenkins and I am the human resources director of a non-profit foster care agency in Pennsylvania. I am writing to express my deep concerns regarding the proposed rulemaking regarding the state minimum wage and overtime requirements. I realize that many folks perceive this as positive for employees, but nothing could be further from the truth. This will have negative ramifications on our employees as we will need to make many cuts in order to sustain under these new requirements. We will have to make **professional** staff hourly employees. This takes away our ability to offer them a flexible schedule that allows them to care for their families while meeting the needs of the foster children and families that we serve. This also will require our staff to be extremely micro-managed which is proven to have a negative impact on employee engagement and morale. When we attempted to make these changes under Obama's ruling we had such a negative response from our staff. They felt like they were being demoted by having to be an hourly employee. They felt like they worked hard to get their college degree only to be treated the same way they did when they worked at Sheetz or McDonalds while they were in college. Salaried employees frequently work less than a 40 hour work week, the work

ebbs and flows and employees can be flexible in their schedule to get the job done. Under this proposed threshold, employees must work 40 hours to get paid consistently. There aren't any more dollars coming into the system, so employees just lose their flexibility and consistent pay. That does not sound like a win for our employees.

We are dependent on Pennsylvania DHHS dollars to hire staff to serve the children in our care. We have not had a rate increase in several years and now the State is proposing these unattainable exemptions.

I do believe, however, that both minimum wage and professional salary exemption thresholds should be adjusted, however, they should be indexed so that the threshold grows gradually, allowing us to adapt. Perhaps an initial adjustment to 30k would be a start and then index it from there each year. We LOVE our employees and we implore you to please not throw them back into this negative situation by forcing an unrealistic threshold for exemption! Otherwise I would recommend making non-profit organizations exempt from this ruling. Thank you!



Kelly M. Jenkins

HR Director, The Bair Foundation

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