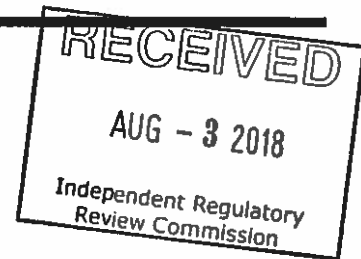


3202 Form Letter D. 94-95

Kathy Cooper

From: Howard Griest, III <howard.wpmw@dejazzd.com>
Sent: Friday, August 03, 2018 9:17 AM
To: IRRC
Subject: Comment on proposed overtime salary threshold increase



Dear The Review Commission,

As a small business owner in Pennsylvania, I am writing in opposition to the Department of Labor and Industry's proposal to more than double the salary threshold for employee overtime eligibility. As you may be aware, a federal court recently struck down an Obama-era rule that proposed to do the same thing to businesses like mine.

The proposed increase in the state threshold from an annual salary of \$23,660 to \$47,892 over three years will harm small businesses and their employees. It will limit the flexibility they can offer them now with hours, benefits, and pay. It will affect the morale of employees at my business by forcing them back to punching a time clock, which will also impact my business' quality, customer service, and reputation. Further, the proposal seriously underestimates the costs to comply because it doesn't take into account the higher costs to small businesses of state mandates like this. Higher costs will force businesses like mine to cut back the hours and pay of the very employees the change is intended to help.

Small businesses like mine can't afford the loss of flexibility and increased cost of the proposed overtime rule. It will ultimately reduce benefits and career opportunities for my employees, the very workers it is intended to help.

Sincerely,

Howard Griest
138 Pecora Rd
Drums, PA 18222
howard.wpmw@dejazzd.com

3202

Kathy Cooper

From: Patrick Kahle <patkahle@zacherlmotors.com>
Sent: Thursday, August 02, 2018 4:45 PM
To: IRRC
Subject: Mandated salary changes - Not a smart idea



Dear The Review Commission,

As an owner of Zacherl Motor Truck Sales in Clarion, Pennsylvania, I am writing in opposition to the Department of Labor and Industry's proposal to more than double the salary threshold for employee overtime eligibility. As you may be aware, a federal court recently struck down an Obama-era rule that proposed to do the same thing to businesses like mine.

The proposed increase in the state threshold from an annual salary of \$23,660 to \$47,892 over three years will harm small businesses and their employees. It will limit the flexibility they can offer them now with hours, benefits, and pay. It will affect the morale of employees at my business by forcing them back to punching a time clock, which will also impact my business' quality, customer service, and reputation. Further, the proposal seriously underestimates the costs to comply because it doesn't take into account the higher costs to small businesses of state mandates like this. Higher costs will force businesses like mine to cut back the hours and pay of the very employees the change is intended to help.

In short, none of your intended consequences will occur and you will force me to circumvent the rules by moving satisfied, salaried workers to hourly workers. Why? Just let us run our business as we have since 1940.

Small businesses like mine can't afford the loss of flexibility and increased cost of the proposed overtime rule. It will ultimately reduce benefits and career opportunities for my employees, who the very workers it is supposedly intended to help.

Sincerely,

Patrick J. Kahle
665 Borovick Rd
Sligo, PA 16255
patkahle@zacherlmotors.com