

**Kathy Cooper**

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**From:** Smolock, Bryan <bsmolock@pa.gov>  
**Sent:** Wednesday, August 08, 2018 3:33 PM  
**To:** Kathy Cooper; IRRRC; Rapach, Jennifer Buchanan; Haffner, Garrett; Schramm, Robert (LI-OCC)  
**Subject:** Fwd: Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

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**From:** David Martin <dave@hraservices.com>  
**Sent:** Monday, August 6, 2018 4:35 PM  
**To:** Smolock, Bryan  
**Subject:** Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

David Martin  
P.O. Box 818  
Chadds Ford, PA 19317

August 6, 2018



Dear Bryan Smolock,

I am a local human resource professional and am concerned about the impact that changes to the overtime regulations will have on my organization and our employees. Adopting regulations for Pennsylvania that dramatically increase the salary threshold and set it at the 30th percentile of weekly earnings of full-time salaried workers in the Northeast, in addition to updating the salary threshold every three years, will have a significant negative impact on the labor costs for my organization.

This proposal will also have a negative impact on employees as we adjust our workplace rules in order to control our overtime costs. This may include limiting the ability to work overtime and reducing workplace flexibility.

The federal government nearly promulgated a set of changes that made not sense to owners, employees, managers, and HR professionals, and would have set in motion further changes that would have confused work rules and reduced jobs.

Kindly avoid making the same mistake.

Please take my concerns into consideration as you evaluate these rules.

Sincerely,  
David Martin