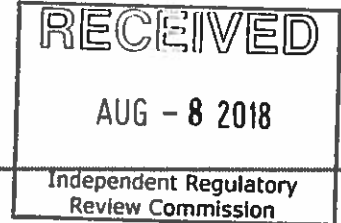


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Kathy Cooper

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

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From: PHYLLIS HARTMAN <pghr@pghrconsulting.com>
Sent: Monday, August 6, 2018 4:35 PM
To: Smolock, Bryan
Subject: Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

PHYLLIS HARTMAN
715 ROOSEVELT BLVD
FREEDOM, PA 15042

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.

I represent smaller and not-for-profit employers in PA who would be negatively impacted by the proposed changes. Many of them would have to change the status of employees to non-exempt which has a negative impact on morale. In addition the workplace flexibility that most employees seek would be reduced for newly classified non-exempt individuals since the organizations could not retain the flexibility now afforded to exempt positions. The adjustment to the salary threshold is too much, too fast and puts all of the focus on pay versus job duties.

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

Sincerely,
PHYLLIS HARTMAN