

**From:** Alex Seltzer <alex.seltzer@manpower.com>  
**Sent:** Thursday, August 09, 2018 3:53 PM  
**To:** Smolock, Bryan  
**Subject:** Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

Alex Seltzer  
4201 2nd Avenue  
Altoona, PA 16602

August 9, 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.

It also makes Pennsylvania a less attractive state to do business in. Please think like a business person before making the wrong decision.

I'm happy to discuss this if you have any questions. Thanks for your consideration!

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

Sincerely,  
Alex Seltzer

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