

From: Craig Steeves <Craig@sqsrmv.com>
Sent: Tuesday, August 07, 2018 11:29 AM
To: Smolock, Bryan
Subject: Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

Craig Steeves
475 RIVERFRONT DRIVE
READING, PA 19602

August 7, 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 encourage the Labor Department to defer any rulemaking pending the DOL publication of its new rule in early 2019. I believe the PA rule should be aligned with the Federal rule. In addition, I believe it is inappropriate to base the salary threshold for PA on salaries from the entire northeast census region, as these salaries are not necessarily reflective of the actual salaries being paid in PA.

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

Sincerely,
Craig Steeves

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