

From: Margaret Geist <mgeist@acchs.info>
Sent: Tuesday, August 07, 2018 8:48 AM
To: Smolock, Bryan
Subject: Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

Margaret Geist
820 N 25th Street
Allentown, PA 18104

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.

As a non-profit organization, we have limited funds for personnel costs. Our employees recognized the important work they do and are willing to take a lower salary than a position in corporate or public sectors. This increase would be detrimental to our bottom line since we would have to increase the salaries or pay overtime for a handful of administrators. I agree that the threshold needs to be increased and be adjusted at a reasonable rate every few years but not at such a drastic rate. A rate around \$675 would be more within reason and workable. Thank you for taking time out of your busy schedule.

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

Sincerely,
Margaret Geist

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