

Stephen Hoffman

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From: Megan Coveleski <coveleskimegan@gmail.com>
Sent: Thursday, August 09, 2018 9:50 AM
To: Smolock, Bryan
Subject: Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

Megan Coveleski
618 Ford Street
Conshohocken, PA 19428

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.

My current position as head of human resources in a small business, this will greatly affect our company culture along with the flexibility that we currently offer our employees which goes hand in hand with recruitment and retention.

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

Sincerely,
Megan Coveleski

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