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Kathy Cooper

From: Amy Hanrahan <amy.hanrahan@truesense.com>
Sent: Friday, August 10, 2018 9:29 AM
To: Smolock, Bryan
Subject: Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

Amy Hanrahan
502 Keystone Drive
Warrendale, PA 15086

August 10, 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.

Dear [Recipients],

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.

We are a for profit agency that works exclusively in the non-profit arena. In general our salaries are lower, yet our employee engagement is tremendously high. By increasing the salary threshold we would be be force to let go of several employees in order to continue keep costs within range for our non-profit clients.

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

Thank you,
Amy Hanrahan