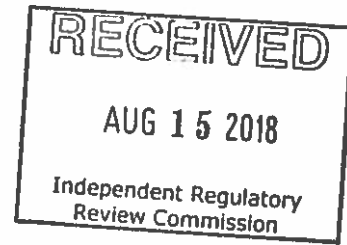


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To: Bryan Smolock (bsmolock@pa.gov)
Jennifer Buchanan Rapach (jerapach@pa.gov)
Pennsylvania Department of Labor & Industry

Fr: **Justin Bell**
3426 Shadeland Avenue
Pittsburgh, PA 15212

Date: August 13, 2018

Re: Propose Changes to Pennsylvania's Overtime Regulations

Dear Mr. Smolock and Ms. Rapach:

I write in support of the proposal to change the Pennsylvania Minimum Wage Act regulations so that companies will be required to pay salaried employees at least \$47,892/year if they want to classify the employees as overtime-exempt administrators or executives.

As discussed below, I support this change based on my personal experience as a salaried employee who was denied overtime pay:

I previously worked as a salaried Assistant Manager at a retail bank Edgewood, PA. My salary was under \$40,000/year and the bank did not pay me any overtime even though I almost always worked over 40 hours per week and frequently worked over 50 hours per week.

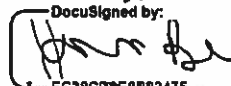
Even though I was given a "Manager" job title, I spent almost all of my time performing the same customer service tasks that the hourly bank tellers performed. Since I was not allowed to get extra overtime pay, the bank generally made me work the overtime hours. Meanwhile, the bank generally did not allow the hourly cashiers to work overtime.

The banks business model was pretty obvious: Shift all the overtime work over to me, since I was required to work the extra overtime hours "for free." Meanwhile, the hourly employees (who basically were doing the same work as me) rarely got an opportunity to earn extra overtime pay.

The whole situation was very unfair to both me and the hourly cashiers. I don't think the bank would have engaged in this practice if it was required to pay me over \$47,000.

Thank you for considering my comments.

Date: 8/13/2018 6:01:22 PM PDT

Sincerely,
DocuSigned by:

Justin Bell