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Kathy Cooper

From: Lori Grant <lgrant@integracare.com>
Sent: Tuesday, August 14, 2018 1:26 PM
To: Smolock, Bryan
Subject: Impact to Local Organizations of Proposed Changes to PA Overtime Regulation

Lori Grant
100 Freedom Way
Greensburg, PA 15601

August 14, 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.

Please take my concerns into consideration! This would hurt a lot of businesses and organizations.

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

Sincerely,
Lori Grant