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



Fr: **Tawilla Francis**
408 Harrison Avenue
Glenolden, PA 19036

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.

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

Until recently, I worked as a salaried Case Manager for Public Health Management Corporation (known as "PHMC"), a company that contracts with the City of Philadelphia to provide various child welfare services. I was making under \$47,000/year and often worked over 60 hours/week.

In late-2016, PHMC informed me and other Case Managers that we would receive raises because President Obama was changing the federal overtime law to require that overtime-exempt workers be paid over \$47,000 per year. All of the Case Managers were very happy to learn about this news. The raise was scheduled to take effect on December 1, 2016.

Unfortunately, in late-November 2018, PHMC stated that it was not going forward with the promised raise because "a federal judge in Texas has blocked the implementation of the new overtime rules that were scheduled to take effect." This seemed very unfair. All of the Case Managers were very disappointed and felt disrespected.

I am happy to hear that the Pennsylvania Labor Department is doing what the Texas Judge prevented the federal government from doing. Social workers deserve to be paid a fair salary for the important work we perform. If we are going to be treated as overtime-exempt "professionals," then we should be paid a respectable salary.

Thank you for considering the above comment.

Date: 13/08/2018 15:43:35 PDT

Sincerely,

DocuSigned by:

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Tawilla Francis