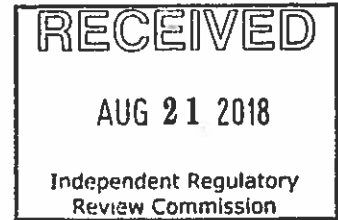


3202 Form Letter E 231-243

Kathy Cooper

From: Cordell Affeldt <info@sg.actionnetwork.org>
Sent: Tuesday, August 21, 2018 1:15 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

For decades after the passage of federal and state laws on overtime it was accepted that moderately-paid salaried workers in the United States and Pennsylvania should receive overtime pay.

At one point, six out of 10 salaried workers automatically received overtime pay or they could go home after a 40-hour work week. Unfortunately, however, the federal and Pennsylvania salary levels below which all executive, administration and professional workers receive overtime pay have not changed since the mid-1970s. Therefore, fewer than one in 10 salaried workers today is automatically eligible for overtime.

As a result, the 40-hour work week, and the right to overtime pay, have been taken away from nearly half a million Pennsylvania salaried workers. Hundreds of thousands of department managers at big box stores, fast food shift supervisors, paralegals in law firms, manufacturing team leaders, office managers, and other salaried workers work for free over 40 hours. They often work 50 or 60 hours per week for an effective hourly rate of \$10 per hour or less even though they perform the same duties as hourly personnel for most of their work week.

Fortunately, just as states have the right to establish a minimum wage higher than the federal minimum wage, they also have the right to set a

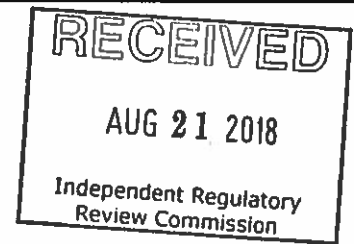
higher overtime threshold. Neighboring New York has already updated its thresholds. I applaud Gov. Wolf's proposal that Pennsylvania do the same. I also applaud his decision to phase in this change over three years – giving businesses ample time to adjust. Good Pennsylvania businesses that recognize their employees as their most important asset, such as Altoona-based Sheetz, have already decided to lift their salaries to the level proposed by Gov. Wolf.

Many of the same forces that opposed the 40-hour work week a century ago – and also opposed a minimum wage, child labor laws, health and safety standards and every other requirement that business treat employees decently – will reflexively oppose Gov. Wolf's common-sense proposal. Since the governor's action and authority to make this change is rooted in state law, it should be implemented.

Cordell Affeldt
cordell.affeldt@verizon.net
109 Cumberland St
Harrisburg, Pennsylvania 17102-2807

Kathy Cooper

From: Peter Meyer <info@sg.actionnetwork.org>
Sent: Tuesday, August 21, 2018 1:34 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

Let me prefscvd my comm ents by noting I am an economist with 50 years' experience who taught for 20 years at Penn State in University Park.

As an economist, I am writing to express strong support for the proposed regulation to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

It has long been a consensus in federal and state laws on overtime that moderately-paid salaried workers should receive overtime pay.

At one point, six out of 10 salaried workers automatically received overtime pay or they could go home after a 40-hour work week. Inflation takes its toll, however, while the salary levels below which workers receive overtime pay have not changed since the mid-1970s. It's no surprise that only one in 10 salaried workers today is automatically eligible for overtime.

Today, hundreds of thousands of department managers at big box stores, fast food shift supervisors, paralegals in law firms, manufacturing team leaders, office managers, and other salaried Pennsylvanians work for free over 40 hours. They often work 50 or 60 hours per week for an effective hourly rate of \$10 per hour or less even though they perform the same duties as hourly personnel for most of their work week.

The result is increasing pressure on what were once good middle class jobs and loss of relative income. With that loss comes a decline in their households' buying power and thus retail sales that support the income of hourly employees. The result is a major economic loss to ALL

Pennsylvanians, not merely those who would get higher incomes as a result of the threshold being raised.

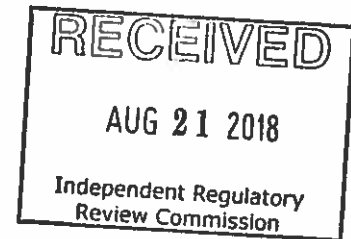
Neighboring New York has already updated its overtime thresholds. I applaud Gov. Wolf's proposal that Pennsylvania do the same. I also applaud his decision to phase in this change over three years – giving businesses ample time to adjust. The proposed threshold, it should be noted, is quite conservative -- it is almost \$10,000 BELOW average household income in the Commonwealth.

Many of the same forces that opposed the 40-hour work week a century ago – and also opposed a minimum wage, child labor laws, health and safety standards and every other requirement that business treat employees decently – will reflexively oppose Gov. Wolf's common-sense proposal. Since the governor's action and authority to make this change is rooted in state law, it should be implemented.

Peter Meyer
pbmeyer@louisville.edu
228 Riverwoods Dr
New Hope, Pennsylvania 18938

Kathy Cooper

From: Philip Wion <info@sg.actionnetwork.org>
Sent: Tuesday, August 21, 2018 1:13 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

For decades after the passage of federal and state laws on overtime it was accepted that moderately-paid salaried workers in the United States and Pennsylvania should receive overtime pay.

At one point, six out of 10 salaried workers automatically received overtime pay or they could go home after a 40-hour work week. Unfortunately, however, the federal and Pennsylvania salary levels below which all executive, administration and professional workers receive overtime pay have not changed since the mid-1970s. Therefore, fewer than one in 10 salaried workers today is automatically eligible for overtime.

As a result, the 40-hour work week, and the right to overtime pay, have been taken away from nearly half a million Pennsylvania salaried workers. Hundreds of thousands of department managers at big box stores, fast food shift supervisors, paralegals in law firms, manufacturing team leaders, office managers, and other salaried workers work for free over 40 hours. They often work 50 or 60 hours per week for an effective hourly rate of \$10 per hour or less even though they perform the same duties as hourly personnel for most of their work week.

Fortunately, just as states have the right to establish a minimum wage higher than the federal minimum wage, they also have the right to set a

higher overtime threshold. Neighboring New York has already updated its thresholds. I applaud Gov. Wolf's proposal that Pennsylvania do the same. I also applaud his decision to phase in this change over three years – giving businesses ample time to adjust. Good Pennsylvania businesses that recognize their employees as their most important asset, such as Altoona-based Sheetz, have already decided to lift their salaries to the level proposed by Gov. Wolf.

Many of the same forces that opposed the 40-hour work week a century ago – and also opposed a minimum wage, child labor laws, health and safety standards and every other requirement that business treat employees decently – will reflexively oppose Gov. Wolf's common-sense proposal. Since the governor's action and authority to make this change is rooted in state law, it should be implemented.

Philip Wion
pwion@pitt.edu
3012 Shady Ave
Pittsburgh, Pennsylvania 15217

From: Michael Maggied <info@sg.actionnetwork.org>
Sent: Tuesday, August 21, 2018 1:31 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

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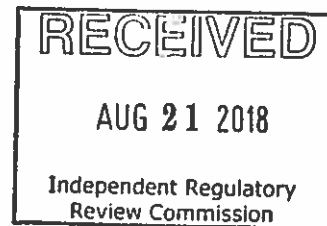
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Many of the same forces that opposed the 40-hour work week a century ago – and also opposed a minimum wage, child labor laws, health and safety standards and every other requirement that business treat employees decently – will reflexively oppose Gov. Wolf's common-sense proposal. Since the governor's action and authority to make this change is rooted in state law, it should be implemented.

Michael Maggied
pbcup@mindspring.com
2240 East arbor circle
Mesa, Arizona 85204

From: Sue Hoffman <info@sg.actionnetwork.org>
Sent: Tuesday, August 21, 2018 1:37 PM
To: Smolock, Bryan
Subject: Support for The New Overtime Rule



Bryan Smolock,

I strongly support the regulation proposed by the Pennsylvania Department of Labor & Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

For decades after the passage of federal and state laws on overtime it was accepted that moderately-paid salaried workers in the United States and Pennsylvania should receive overtime pay.

At one point, six out of 10 salaried workers automatically received overtime pay or they could go home after a 40-hour work week. Unfortunately, however, the federal and Pennsylvania salary levels below which all executive, administration and professional workers receive overtime pay have not changed since the mid-1970s. Therefore, fewer than one in 10 salaried workers today is automatically eligible for overtime.

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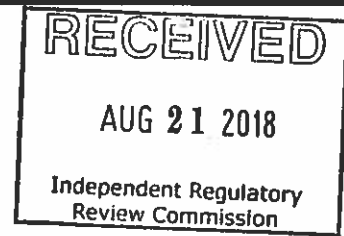
thresholds. I applaud Gov. Wolf's proposal that Pennsylvania do the same. I also applaud his decision to phase in this change over three years – giving businesses ample time to adjust. Good Pennsylvania businesses that recognize their employees as their most important asset, such as Altoona-based Sheetz, have already decided to lift their salaries to the level proposed by Gov. Wolf.

Many of the same forces that opposed the 40-hour work week a century ago – and also opposed a minimum wage, child labor laws, health and safety standards and every other requirement that business treat employees decently – will reflexively oppose Gov. Wolf's common-sense proposal. Since the governor's action and authority to make this change is rooted in state law, it should be implemented.

For moral reasons, to create a more equitable community, I also support this regulation.

Sue Hoffman
shoffman@philaworks.org
1505 Firethorne Ln
Cheltenham Twp, Pennsylvania 19038

From: William Runkle <info@sg.actionnetwork.org>
Sent: Tuesday, August 21, 2018 1:26 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

For decades after the passage of federal and state laws on overtime it was accepted that moderately-paid salaried workers in the United States and Pennsylvania should receive overtime pay.

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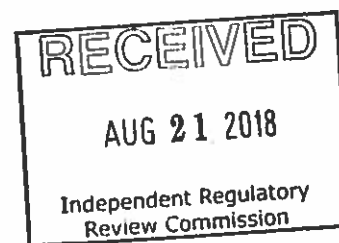
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Many of the same forces that opposed the 40-hour work week a century ago – and also opposed a minimum wage, child labor laws, health and safety standards and every other requirement that business treat employees decently – will reflexively oppose Gov. Wolf's common-sense proposal. Since the governor's action and authority to make this change is rooted in state law, it should be implemented.

William Runkle
wgr0910@msn.com
1610 Raub rd.
Felton, Pennsylvania 17322

Kathy Cooper

From: william haegele <info@sg.actionnetwork.org>
Sent: Tuesday, August 21, 2018 1:35 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

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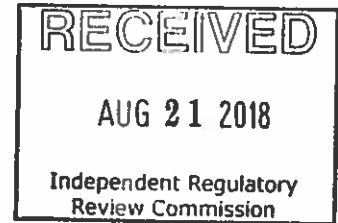
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william haegele
terrabil9@gmail.com
13032 townsend road
philadelphia, Pennsylvania 19154

From: Robert Curley <info@sg.actionnetwork.org>
Sent: Tuesday, August 21, 2018 1:45 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

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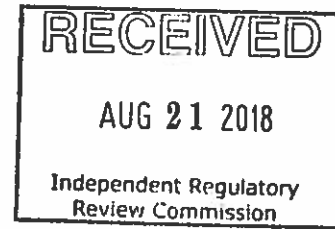
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Robert Curley
rcurley@odonoghuelaw.com
325 Chestnut St., Suite 515
PHILADELPHIA, Pennsylvania 19106

From: Jean Wiant <info@sg.actionnetwork.org>
Sent: Tuesday, August 21, 2018 1:47 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



Bryan Smolock,

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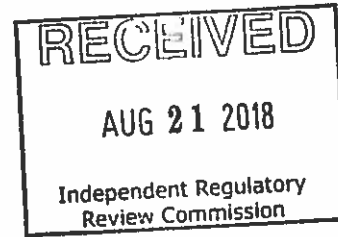
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Jean Wiant
wiant84@gmail.com
117 E Oak Ln
Glenolden, Pennsylvania 19036

From: Julie Zaebst <info@sg.actionnetwork.org>
Sent: Tuesday, August 21, 2018 1:33 PM
To: Smolock, Bryan
Subject: I Support The New Overtime Rule



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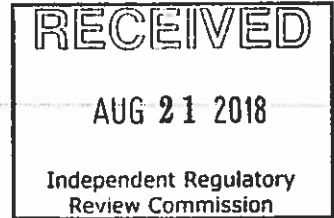
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Julie Zaebst
juliezaebst@gmail.com
1515 S. 18th St.
Philadelphia, Pennsylvania 19146

Kathy Cooper

From: Smolock, Bryan <bsmolock@pa.gov>
Sent: Tuesday, August 21, 2018 2:16 PM
To: Kathy Cooper; IRRC
Cc: Schramm, Robert (LI-OCC); Lengel, Michelle; Rapach, Jennifer Buchanan
Subject: FW: I Support The New Overtime Rule



From: Shari Johnson [mailto:info@sg.actionnetwork.org]
Sent: Tuesday, August 21, 2018 2:10 PM
To: Smolock, Bryan <bsmolock@pa.gov>
Subject: I Support The New Overtime Rule

Bryan Smolock,

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

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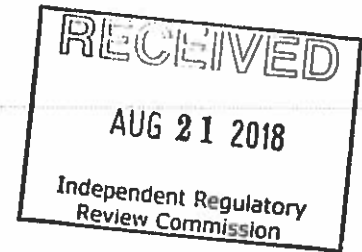
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Shari Johnson
mommyone405@yahoo.com
320 Sinkler Rd.
Wyncote , Pennsylvania 19095

Kathy Cooper

From: Smolock, Bryan <bsmolock@pa.gov>
Sent: Tuesday, August 21, 2018 2:14 PM
To: Kathy Cooper; IRRRC
Cc: Rapach, Jennifer Buchanan; Schramm, Robert (LI-OCC); Lengel, Michelle
Subject: FW: I Support The New Overtime Rule

From: Ivan Winegar [mailto:info@sg.actionnetwork.org]
Sent: Tuesday, August 21, 2018 11:04 AM
To: Smolock, Bryan <bsmolock@pa.gov>
Subject: I Support The New Overtime Rule



Bryan Smolock,

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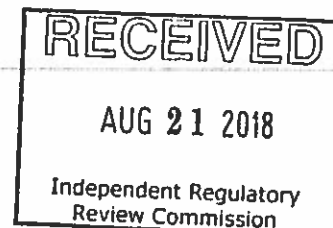
Ivan Winegar
ivanwinegar@gmail.com
47 Gaylord Court
Newtown, PA, Pennsylvania 18940

3202

Kathy Cooper

From: Smolock, Bryan <bsmolock@pa.gov>
Sent: Tuesday, August 21, 2018 2:16 PM
To: Kathy Cooper; IRRRC
Cc: Schramm, Robert (LI-OCC); Lengel, Michelle; Rapach, Jennifer Buchanan
Subject: FW: I Support The New Overtime Rule

From: Kathy Everett [mailto:info@sg.actionnetwork.org]
Sent: Tuesday, August 21, 2018 2:12 PM
To: Smolock, Bryan <bsmolock@pa.gov>
Subject: I Support The New Overtime Rule



Bryan Smolock,

The basis of all strong economies today is a better balance between wages and profits. I am not a socialist but hey, we need to tax more so we can return to a strong country with a usable infrastructure for commerce. It is pretty obvious to me. Without good, equal and fair wages, we cannot maintain our economy for long. Therefore, I agree with the following:

I am writing to express my strong support for the regulation proposed by the Pennsylvania Department of Labor and Industry to restore overtime pay for an estimated 465,000 workers by phasing in a requirement that Pennsylvania salaried workers earning below \$47,892 automatically be eligible for overtime.

For decades after the passage of federal and state laws on overtime it was accepted that moderately-paid salaried workers in the United States and Pennsylvania should receive overtime pay.

At one point, six out of 10 salaried workers automatically received overtime pay or they could go home after a 40-hour work week. Unfortunately, however, the federal and Pennsylvania salary levels below which all executive, administration and professional workers receive overtime pay have not changed since the mid-1970s. Therefore, fewer than one in 10 salaried workers today is automatically eligible for overtime.

As a result, the 40-hour work week, and the right to overtime pay, have been taken away from nearly half a million Pennsylvania salaried workers. Hundreds of thousands of

department managers at big box stores, fast food shift supervisors, paralegals in law firms, manufacturing team leaders, office managers, and other salaried workers work for free over 40 hours. They often work 50 or 60 hours per week for an effective hourly rate of \$10 per hour or less even though they perform the same duties as hourly personnel for most of their work week.

Fortunately, just as states have the right to establish a minimum wage higher than the federal minimum wage, they also have the right to set a higher overtime threshold. Neighboring New York has already updated its thresholds. I applaud Gov. Wolf's proposal that Pennsylvania do the same. I also applaud his decision to phase in this change over three years – giving businesses ample time to adjust. Good Pennsylvania businesses that recognize their employees as their most important asset, such as Altoona-based Sheetz, have already decided to lift their salaries to the level proposed by Gov. Wolf.

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Kathy Everett

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