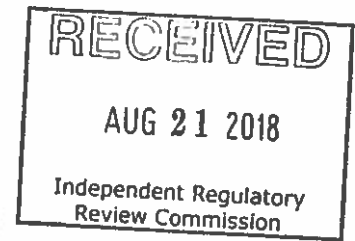


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To: Bryan Smolock (bsmolock@pa.gov)
Jennifer Buchanan Rapach (jerapach@pa.gov)
Pennsylvania Department of Labor & Industry



Fr: **Gwendolyn Hall**
6321 Kelly Drive
Norristown, PA 19401

Date: August 16, 2018

Re: Proposed 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:

Prior to February 2017, I worked for a health care services company headquartered in Plymouth Meeting, PA. My job mostly consisted of handling customer service phone calls relating to customers' health insurance plans. Before late-November, 2016, I earned a salary of less than \$47,000/year, regularly worked over 40 hours (and, sometimes, over 50 hours) per week, and was not eligible for overtime pay. Then, in late-November 2016, my employer "reclassified" my job. At this point, my co-workers and I started to get paid an hourly wage and were eligible for overtime pay.

My job duties remained unchanged throughout my employment. In other words, I performed the same job duties during the pre-November 2016 time period (when I was paid a salary and was ineligible for overtime pay) and the post-November 2016 time period (when I received an hourly wage and was eligible for overtime pay). I believe this demonstrates that I was never doing the type of high-level work that justifies my treatment as an "overtime-exempt" employee.

In my opinion, paying a modest salary of \$47,892/year is the least a company can do if it wants to avoid paying overtime to the salaried employees. I wish this was the law prior to November 2016. If it was, my co-workers and I would have either (1) received a big raise or (2) been eligible for overtime pay. Either way, we would have been better off.

Thank you for considering my comments.

Date:

Sincerely,

A handwritten signature in black ink that reads "Gwendolyn Hall". The signature is written in a cursive style.

Gwendolyn Hall