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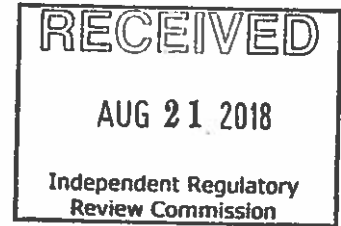


August 21, 2018

To: IRRC Members

From: The Harrisburg Regional Chamber & CREDC, Lancaster Chamber, Greater Reading Chamber Alliance, York County Economic Alliance and Lebanon Valley Chamber of Commerce

**Pennsylvania Department of Labor and Industry's  
Proposed Overtime Regulations  
Regulation #12-106: Minimum Wage  
IRRC Number 3202  
August 2018**



In January 2018, the Wolf administration announced its intent, through an executive order, to implement changes to Pennsylvania's overtime eligibility rules for employees. On June 12, 2018, the Pennsylvania Department of Labor and Industry (DLI) submitted proposed rulemaking announcing proposed revisions to the Pennsylvania Minimum Wage Act overtime exemptions.

The Harrisburg Regional Chamber & CREDC, Lancaster Chamber, Greater Reading Chamber Alliance, York County Economic Alliance and Lebanon Valley Chamber of Commerce are coming together, as a region, to strongly oppose these proposed regulations.

The proposed regulations, if enacted, would impose a significant burden on Pennsylvania employers and employees with additional costs to closely monitor employees' time and update their human resource systems.

This proposed rule does not reflect the nature of the workplace today. In today's culture where more businesses and individuals (particular technology companies, nonprofits, accounting firms, law firms and other professionals) work flexible schedules that allow more than 40 hours in one week due to deadlines, project goals, events and other activities, may also experience the opposite where they may require fewer than 40 hours in subsequent weeks.


These regulations would have a significant negative impact on today's workplace culture and employee morale due to the fact that employees would be shifted from earning a salary to being paid by the hour. They require employees to start clocking in and out, fewer opportunities for flexibility in the workplace, a potential for employers to cut hours and burdensome record keeping.

The regulations would be a detriment to Pennsylvania's economic competitiveness and does not account for wide differences in cost of living throughout the Commonwealth. It would be particularly difficult on rural areas in Pennsylvania actively seeking new age jobs and population growth.

Due to the importance and significance of these regulations, the proposed regulations should have proceeded through legislative process, not executive order.

As a Commonwealth, both salaried workers and businesses need workplace flexibility and opportunity that reflects the creative workplace of the 21st Century inspires creativity and supports a pro-growth business agenda that enhances Pennsylvania's competitiveness.

Sincerely,



**Tom  
Baldrige**  
Lancaster  
Chamber

**David  
Black**  
Harrisburg  
Regional  
Chamber &  
CREDC

**Randy  
Peers**  
Greater  
Reading  
Chamber  
Alliance

**Kevin  
Schreiber**  
York  
County  
Economic  
Alliance

**Karen  
Groh**  
Lebanon  
Valley  
Chamber of  
Commerece