3322 FORM LETTER B 107

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DEC 1 5 202

Independent Regulatory
Review Commission

From:

Mark White <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 2:17 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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Mr. Bryan Smolock,

To Whom it May Concern,

I'm writing to express my strong support for the Department of Labor and Industry's proposed updates to the Minimum Wage regulations, which relate to tipped employees and the overtime calculation for salaried employees.

Pennsylvania employees should be fairly compensated for their work, and the regulations they work under should be up to date, not based on wage levels from a half a century ago. The proposed changes and clarifications would help achieve these goals by modernizing regulations governing tipped workers, increasing workers' earnings, and ensuring that tips for those who work primarily as tipped workers are not unfairly siphoned off by businesses and managers.

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There is much more to be done—including eliminating the tipped minimum wage and restoring an increase in the Pennsylvania salary level below which salaried employees automatically receive overtime—but these regulations would positively impact Pennsylvania workers and should be enacted.

Mark White saabson@yahoo.com 845 Lovingston Dr. Pittsburgh, Pennsylvania 15216

From:

Joseph Gregorio <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 2:15 PM

To:

Smolock, Bryan

Subject:

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Joseph Gregorio
joseph.gregorio@gmail.com
1105 TIMBERLAND Dr
West Chester, Pennsylvania 19380

From:

dianesosgood@yahoo.com <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 2:15 PM

To:

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dianesosgood@yahoo.com 803 Hedge Street Hollidaysburg, Pennsylvania 16648

From:

Marlene Piasecki <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 2:15 PM

To:

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Marlene Piasecki mpias@aol.com 110 Overlook Avenue Washington Crossing, Pennsylvania 18977

From: Marianne Miller <damyon24@rcn.com>

Sent: Tuesday, December 14, 2021 2:12 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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And manufacturer workers union workers be treated fairly not have their labor and industry laws for federal funding FMLA paid time off and vacation and sick days be used against them so companies can make a bigger profit and put more money in Governor Wolf pocket think of the blue-collar worker and quit being so goddamn greedy and start thinking of the true people of America not you politicians but the workers show them some appreciation for once in a while or would it kill you to do that

Marianne Miller
damyon24@rcn.com
748 chestnut st
Emmaus, Pennsylvania 18049

From: Beverly DeMotte Santella <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 2:11 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Beverly DeMotte Santella demottesantella@gmail.com 60 Areford Blvd Uniontown, Pennsylvania 15401

From: William Wekselman

**Billwesq@mail.com>

Sent: Tuesday, December 14, 2021 2:08 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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William Wekselman billwesq@mail.com 5624 Hempstead Rd., Apt. 3 Pittsburgh, Pennsylvania 15217

From: Kathryn Lesage <kathrynlesage@comcast.net>

Sent: Tuesday, December 14, 2021 2:04 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Kathryn Lesage kathrynlesage@comcast.net PO BOX 1089 Skippack PA 19474 Skippack, Pennsylvania 19474

From:

william haegele <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 2:39 PM

To:

Smolock, Bryan

Subject:

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william haegele terrabill9@gmail.com 13032 townsend road philadelphia, Pennsylvania 19154

From: Thom Fistner <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 2:38 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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These regulations would also limit erosion of tips for genuine tipped workers by prohibiting payment of credit card fees with tips and limiting "tip pooling" through which employers cover the regular minimum wage of non-tipped workers with tips. Other parts of this regulation provide additional protections for tipped workers.

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Thom Fistner
tfistner@gmx.com
620 S. Bergen St
Bethlehem, Pennsylvania 18015

From:

Rick Kearns <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 2:35 PM

To:

Smolock, Bryan

Subject:

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Rick Kearns
ricardokearns@gmail.com
3022 N. Fifth Street
Harrisburg, Pennsylvania 17110

From: Margery Race <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 2:34 PM

To: Smolock, Bryan

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Mr. Bryan Smolock,

To Whom it May Concern,

I'm writing to express my strong support for the Department of Labor and Industry's proposed updates to the Minimum Wage regulations, which relate to tipped employees and the overtime calculation for salaried employees.

Pennsylvania employees should be fairly compensated for their work, and the regulations they work under should be up to date, not based on wage levels from a half a century ago. The proposed changes and clarifications would help achieve these goals by modernizing regulations governing tipped workers, increasing workers' earnings, and ensuring that tips for those who work primarily as tipped workers are not unfairly siphoned off by businesses and managers.

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A separate part of these regulations, involving the calculation of the regular rate for overtime for salaried employees, would deliver basic fairness to lower-paid, salaried employees entitled to overtime by paying their overtime based on their pay averaged over a 40-hour work week. These employees would receive a real time-and-a-half pay for their hours over 40—one based on an hourly rate equal to their salary divided by 40.

Before the pandemic, research showed that typical tipped workers in the United States do not work in high-end restaurants and bars but are paid low wages and subject to high rates of sexual harassment. Then, in the COVID-19 pandemic, thousands of Pennsylvania's tipped and service industry workers suffered a twofold blow, sometimes losing hours or jobs and other times exposed to risk of infection in restaurants, salons, hotels, and other occupations. These

long-overdue regulatory changes will modestly improve the pay of tipped workers and some lower-paid salary workers. These regulations could also benefit employers because employees will be more willing to return to work if workplaces offer fair treatment.

There is much more to be done—including eliminating the tipped minimum wage and restoring an increase in the Pennsylvania salary level below which salaried employees automatically receive overtime—but these regulations would positively impact Pennsylvania workers and should be enacted.

Margery Race mraceop@gmail.com 6008 Club Terrace Austin, Texas 78741-3302

From: Barbara Bui <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 2:30 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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These regulations would also limit erosion of tips for genuine tipped workers by prohibiting payment of credit card fees with tips and limiting "tip pooling" through which employers cover the regular minimum wage of non-tipped workers with tips. Other parts of this regulation

provide additional protections for tipped workers. Penalizing tipped workers for receiving tips via credit card is penalizing them for something over which they have no control and unfair.

A separate part of these regulations, involving the calculation of the regular rate for overtime for salaried employees, would deliver basic fairness to lower-paid, salaried employees entitled to overtime by paying their overtime based on their pay averaged over a 40-hour work week. These employees would receive a real time-and-a-half pay for their hours over 40—one based on an hourly rate equal to their salary divided by 40.

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Barbara Bui barbbui260@gmail.com 260 Arch St CARLISLE, Pennsylvania 17013

From: Laura White <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 2:30 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Laura White
laura.jamie@gmail.com
9892 Old Hawn Rd
Huntingdon, Pennsylvania 16652

From:

J White < jwhite@smart-union.org>

Sent:

Tuesday, December 14, 2021 2:24 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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J White jwhite@smart-union.org 1110 Hecks Drive Dauphin, Pennsylvania 17018

From:

Vladimir Beaufils <vlad@scsinc.org>

Sent:

Tuesday, December 14, 2021 2:24 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Vladimir Beaufils
vlad@scsinc.org
71 Queen Avenue
Enola, Pennsylvania 17025

From:

Cheryl Muller <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 2:23 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Cheryl Muller
cjmuller1230@gmail.com
406 Jennifer Dr
Dresher, Pennsylvania 19025

From: Donna Pancari <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 2:21 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Donna Pancari
donnapancari@gmail.com
403 Queen Street
Philadelphia, Pennsylvania 19147

From: cheri velto <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 2:21 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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cheri velto
cvelto@gmail.com
318 wilson rd VELTO
Clinton, Pennsylvania 15026-1595

From: Kathryn Stevens <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 2:18 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Kathryn Stevens kcarrollstevens@gmail.com 52 Garetta St Pittsburgh, Pennsylvania 15217

From: Christopher Lilienthal <clilienthal@psea.org>

Sent: Tuesday, December 14, 2021 2:45 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Christopher Lilienthal
clilienthal@psea.org
240 Indian Creek Drive
Mechanicsburg, Pennsylvania 17050

From:

Richard Tregidgo <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 2:44 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Richard Tregidgo norslope@gmail.com 1146 Sunnyside Dr. Holtwood, , Pennsylvania 17532

From:

Nancy Kleinberg <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 2:43 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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I strongly support the Department of Labor and Industry's proposed updates to Minimum Wage regulations, relating to tipped employees and the overtime calculation for salaried employees.

Everyone should be fairly compensated for their work, and that wage should be regularly updated to reflect current needs. This proposal will help achieve these goals for tipped workers, increasing workers' earnings, and ensuring that tips are not unfairly siphoned off by businesses and managers.

Pennsylvania's current laws tempts employers to include more workers as tipped employees, thus allowing them to pay them the disgraceful base wage of as little as \$2.83 per hour. These regulations, limiting those who can be paid a base wage below \$7.25 per hour to workers earning a meaningful dollar amount in tips, which is the first updating of this figure since 1977 and to who those who perform tipped duties most of the time.

It is crucial to limit erosion of tips by prohibiting payment of credit card fees with tips and limiting "tip pooling" through which employers cover the regular minimum wage of non-tipped workers with tips. Also other needed protections are included.

the part addressing the calculation of the regular rate for overtime for salaried employees is also needed for lower-paid, salaried employees entitled to overtime by paying their overtime based on their pay averaged over a 40-hour work week. These employees would receive a real time-and-a-half pay for their hours over 40.

Most tipped workers in the United States do not work in high-end establishments. They get low pay and are frequently sexually harassed. Top add insult to injury, during COVID, thousands of them lost hours or jobs and were exposed to risk of infection.

These NEEDED changes will at least begin to improve the pay of tipped workers and some lower-paid salary workers and can benefit employers if employees are more willing to return to work if workplaces.

Much more can be done, but this is a good start and I strongly urge you to enact these regulations which will be to the benefit of all Pennsylvanians.

Nancy Kleinberg nancykleinberg1@gmail.com 506 Conshohocken State rd Narberth, Pennsylvania 19072

From:

Marie Travitz <bamtravitz@comcast.net>

Sent:

Tuesday, December 14, 2021 2:41 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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Mr. Bryan Smolock,

To Whom it May Concern,

I'm writing to express my strong support for the Department of Labor and Industry's proposed updates to the Minimum Wage regulations, which relate to tipped employees and the overtime calculation for salaried employees.

Pennsylvania employees should be fairly compensated for their work, and the regulations they work under should be up to date, not based on wage levels from a half a century ago. The proposed changes and clarifications would help achieve these goals by modernizing regulations governing tipped workers, increasing workers' earnings, and ensuring that tips for those who work primarily as tipped workers are not unfairly siphoned off by businesses and managers.

Pennsylvania's woefully inadequate tipped minimum wage per hour currently tempts employers to count more workers as tipped employees so they can pay them a base wage of as little as \$2.83 per hour with tips bringing them up to PA's current minimum wage of \$7.25 per hour. These regulations would limit those who can be paid a base wage below \$7.25 per hour to workers earning a meaningful dollar amount in tips (\$135 per month rather than \$30 month, the first updating of this figure since 1977); and to who those who perform tipped duties most of the time (at least 80%).

A separate part of these regulations, involving the calculation of the regular rate for overtime for salaried employees, would deliver basic fairness to lower-paid, salaried employees entitled to overtime by paying their overtime based on their pay averaged over a 40-hour work week. These employees would receive a real time-and-a-half pay for their hours over 40—one based on an hourly rate equal to their salary divided by 40.

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long-overdue regulatory changes will modestly improve the pay of tipped workers and some lower-paid salary workers. These regulations could also benefit employers because employees will be more willing to return to work if workplaces offer fair treatment.

There is much more to be done—including eliminating the tipped minimum wage and restoring an increase in the Pennsylvania salary level below which salaried employees automatically receive overtime—but these regulations would positively impact Pennsylvania workers and should be enacted.

Marie Travitz
bamtravitz@comcast.net
908 POPLAR LANE
LEBANON, Pennsylvania 17046

From: susan thornton <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 3:06 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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susan thornton srt920@aol.com 3009 poplar street philadelphia, Pennsylvania 19130

From: Janet Milstead <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 3:05 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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Janet Milstead jemagain@hotmail.com 7289 N. Sentinel Lane York, Pennsylvania 17403

From:

scheeren@comcast.net

Sent:

Tuesday, December 14, 2021 3:04 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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There is much more to be done—including eliminating the tipped minimum wage and restoring an increase in the Pennsylvania salary level below which salaried employees automatically receive overtime--but these regulations would positively impact Pennsylvania workers and should be enacted.

scheeren@comcast.net 1680 Sturbridge Drive Sewickley, Pennsylvania 15143

From:

Doug Ross <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 3:00 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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There is much more to be done—including eliminating the tipped minimum wage and restoring an increase in the Pennsylvania salary level below which salaried employees automatically receive overtime—but these regulations would positively impact Pennsylvania workers and should be enacted.

Doug Ross dougross1964@gmail.com 914 Old Lancaster Road Bryn Mawr, Pennsylvania 19010-3105

From:

David Clowney <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 2:59 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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Mr. Bryan Smolock,

To Whom it May Concern,

I'm writing to express my strong support for the Department of Labor and Industry's proposed updates to the Minimum Wage regulations, which relate to tipped employees and the overtime calculation for salaried employees. These regulations are THE BARE MINIMUM owed to the many tipped workers who work so hard and struggle to make a living at it.

Pennsylvania employees should be fairly compensated for their work, and the regulations they work under should be up to date, not based on wage levels from a half a century ago. The proposed changes and clarifications would help achieve these goals by modernizing regulations governing tipped workers, increasing workers' earnings, and ensuring that tips for those who work primarily as tipped workers are not unfairly siphoned off by businesses and managers.

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David Clowney
davidclowney65@gmail.com
235 West Hortter Street
Philadelphia, Pennsylvania 19119

From: Jack Roberts <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 2:57 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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Jack Roberts
ragtime_willi@hotmail.com
307 W. Grant St.
LANCASTER, Pennsylvania 17603

From: Susan Worrell <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 2:46 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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Susan Worrell

Rev.s.worrell@gmail.com

406 Columbine Drive

Kennett Square, Pennsylvania 19348

Frances Campo <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 2:46 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Frances Campo
fran.campo1@gmail.com
1028 Lawrence Rd
Lawrenceville, New Jersey 08648

From:

Jo Bitzer <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 3:36 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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Jo Bitzer
jobitzer88th@gmail.com
607 Keswick Ct
Mechanicsburg, Pennsylvania 17055

From: jbyoder77@qmail.com <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 3:35 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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There is much more to be done—including eliminating the tipped minimum wage and restoring an increase in the Pennsylvania salary level below which salaried employees automatically receive overtime—but these regulations would positively impact Pennsylvania workers and should be enacted.

jbyoder77@gmail.com 2248 Hilltop Road Manheim, Pennsylvania 17545

From:

John Cooper <jcooper@bucknell.edu>

Sent:

Tuesday, December 14, 2021 3:34 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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John Cooper jcooper@bucknell.edu 36 N 7th St Lewisburg, Pennsylvania 17837-1436

From:

James Keenan <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 3:33 PM

To:

Smolock, Bryan

Subject:

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James Keenan jimkeenan48@icloud.com 108 Madison Road Lansdowne , Pennsylvania 19050

From: Barbara Curtis <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 3:26 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Barbara Curtis
barbc647@gmail.com
2 Franklin Town Blvd, Apt 1712
Philadelphia, Pennsylvania 19103

From: James Swenson <jrswenson@prodigy.net>

Sent: Tuesday, December 14, 2021 3:25 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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James Swenson jrswenson@prodigy.net 308H Vairo Boulevard State College, PA, Pennsylvania 16803

From: Kevin Hefty < heftyk@seiuhealthcarepa.org>

Sent: Tuesday, December 14, 2021 3:23 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Kevin Hefty
heftyk@seiuhealthcarepa.org
401 reading ave
west reading, Pennsylvania 19611

From: Ronald Hobbs <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 3:19 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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Ronald Hobbs rhobbs1949@gmail.com 10124 4th. St. Highland, Indiana 46322

From: Glenn Gawinowicz <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 3:17 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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Glenn Gawinowicz
glenntaxcwf@gmail.com
806 Hunters Lane
Oreland, Pennsylvania 19075

From:

Albert Ruminski <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 3:17 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Thanks, Albert Ruminski

Albert Ruminski stilldagoneit@yahoo.com 705 Citadel Dr Monroeville, Pennsylvania 15146

From:

Roberta Conrad <rmconrad@msn.com>

Sent:

Tuesday, December 14, 2021 3:11 PM

To:

Smolock, Bryan

Subject:

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Roberta Conrad
rmconrad@msn.com
2716 Shartlesville Rd
Mohrsville, Pennsylvania 19541

From: alisa.apgar@gmail.com <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 3:57 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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alisa.apgar@gmail.com 2202 Kater Street Philadelphia, Pennsylvania 19146

From:

jannysterrett@gmail.com <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 3:57 PM

To:

Smolock, Bryan

Subject:

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There is much more to be done—including eliminating the tipped minimum wage and restoring an increase in the Pennsylvania salary level below which salaried employees automatically receive overtime—but these regulations would positively impact Pennsylvania workers and should be enacted.

jannysterrett@gmail.com 157 Kendal Drive Kennett Square, Pennsylvania 19348

From: Randall Tenor <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 3:53 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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Mr. Bryan Smolock,

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Pennsylvania employees should be fairly compensated for their work, and the regulations they work under should be up to date, not based on wage levels from a half a century ago. The proposed changes and clarifications would help achieve these goals by modernizing regulations governing tipped workers, increasing workers' earnings, and ensuring that tips for those who work primarily as tipped workers are not unfairly siphoned off by businesses and managers.

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Randall Tenor tenor3@verizon.net 410 Center Pointe Dr Apt 103, 103 Mechanicsburg, Pennsylvania 17050

From:

Diane DiFante <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 3:50 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Diane DiFante dvelmad505@gmail.com 193 Wildwoods Lane West Decatur, Pennsylvania 16878

From: Chris Squire <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 3:50 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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Chris Squire
csquire1003@hotmail.com
Chris Squire
Pittsburgh, Pennsylvania 15209

From: Cristina Codario <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 3:48 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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Mr. Bryan Smolock,

To Whom it May Concern,

I support my fellow working Pennsylvanians, so I'm writing to express my strong support for the Department of Labor and Industry's proposed updates to the Minimum Wage regulations. These regulations relate to tipped employees and the overtime calculation for salaried employees.

Pennsylvania employees should be fairly compensated for their work, and the regulations they work under should be up to date, not based on wage levels from a half a century ago.

The proposed changes and clarifications would help achieve these goals by modernizing regulations governing tipped workers, increasing workers' earnings, and ensuring that tips for those who work primarily as tipped workers are not unfairly siphoned off by businesses and managers.

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These regulations would also limit erosion of tips for genuine tipped workers by prohibiting payment of credit card fees with tips and limiting "tip pooling" through which employers cover the regular minimum wage of non-tipped workers with tips. Other parts of this regulation provide additional protections for tipped workers.

A separate part of these regulations, involving the calculation of the regular rate for overtime for salaried employees, would deliver basic fairness to lower-paid, salaried employees entitled to overtime by paying their overtime based on their pay averaged over a 40-hour work week. These employees would receive a real time-and-a-half pay for their hours over 40—one based on an hourly rate equal to their salary divided by 40.

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Cristina Codario
cristina.laipple@gmail.com
5218 Duncan St
Pittsburgh, Pennsylvania 15201

From:

dg2503044@gmail.com <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 3:43 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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dg2503044@gmail.com 5307 Lena Street Philadelphia, Pennsylvania 19144

From: Boris Dirnbach <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 3:36 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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Boris Dirnbach
bdirnbac@gmail.com
6350 Lancaster Ave
Philadelphia, Pennsylvania 19151-2507

From: astehle@zoominternet.net

Sent: Tuesday, December 14, 2021 4:40 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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astehle@zoominternet.net 218 Cecelia St. Butler, Pennsylvania 16001

From: Ahmad Mitchell <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 4:33 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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During the pandemic I was fortunate enough to find a upon where I was paid tips as well as a living wage \$15/hr. This has helped me immensely as I am trying to establish myself as an independent person and full time student. With out this great job and employers that did the right thing without the law forcing them to I would not be able to achieve so much in my life.

I know many hospitality workers do not have the same good fortune as myself so I urge you to enact legislation that supports a living sustainable wage, ensures tips go 100% to workers, and that workers are continually receiving fair treatment in the workplace.

Theselong-overdue regulatory changes will modestly improve the pay of tipped workers and some lower-paid salary workers. These regulations could also benefit employers because employees will be more willing to return to work if workplaces offer fair treatment.

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Ahmad Mitchell
asmitchell001@gmail.com
1324 Kings Place
Philadelphia, Pennsylvania 19122

From: Robin Greene-Toler <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 4:30 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Robin Greene-Toler rgreenetoler2014@gmail.com 904 Mountainview Drive Wayne, Pennsylvania 19087

From: Brian Murray <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 4:30 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Brian Murray
brianmurray72@gmail.com
1133 ANNIN ST
PHILADELPHIA, Pennsylvania 19147

From: Shannon Telenko <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 4:23 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Before the pandemic, research showed that typical tipped workers in the United States do not work in high-end restaurants and bars but are paid low wages and subject to high rates of sexual harassment. Then, in the COVID-19 pandemic, thousands of Pennsylvania's tipped and service industry workers suffered a twofold blow, sometimes losing hours or jobs and other times exposed to risk of infection in restaurants, salons, hotels, and other occupations. These

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There is much more to be done—including eliminating the tipped minimum wage and restoring an increase in the Pennsylvania salary level below which salaried employees automatically receive overtime—but these regulations would positively impact Pennsylvania workers and should be enacted.

Shannon Telenko
Telenko@gmail.com
230 S Gill St
State College , Pennsylvania 16801

From:

Sage Freeman <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 4:18 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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Sage Freeman sage.ssf@gmail.com 1719 Penn Street Harrisburg, Pennsylvania 17102

From:

sjohn85887@comcast.net

Sent:

Tuesday, December 14, 2021 4:14 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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sjohn85887@comcast.net 839 Meadowood Lane Warminster , Pennsylvania 18974

From:

Bill Schill <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 4:12 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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Bill Schill
wild.bill.schill@gmail.com
1502 Chelton Ave
Pittsburgh, Pennsylvania 15226

From:

popwalters@comcast.net

Sent:

Tuesday, December 14, 2021 4:04 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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popwalters@comcast.net 805 Ridgewood Rd York, Pennsylvania 17406

From: David Hinkes <merlindave@usa.com>

Sent: Tuesday, December 14, 2021 5:10 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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David Hinkes
merlindave@usa.com

845 Breckinridge Court
New Hope, Pennsylvania 18938

From: saundra26@comcast.net

Sent: Tuesday, December 14, 2021 5:08 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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saundra26@comcast.net 205 Walnut St Beaver, Pennsylvania 15009

From: Maria Norella <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 5:08 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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Thank you.

Maria Norella
norella.maria@gmail.com
24 Old Gravity Rd
Carbondale, Pennsylvania 18407

From: Florence Buckley <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 5:02 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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Florence Buckley
twinselff@aol.com
421 Earlham Terrace
Philadelphia, Pennsylvania 19144

From: Lucille Snayberger <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 5:01 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Please pass these important changes to these archaic laws.

Sincerely, Lucille Snayberger

Lucille Snayberger dollysnay@gmail.com 46 Walnut St Apt 6 Mifflinburg, Pennsylvania 17844

From: Dennis Kelly <dmkelly963@msn.com>
Sent: Tuesday, December 14, 2021 5:01 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Dennis Kelly dmkelly963@msn.com 120 Steeplechase Circle Gibsonia, Pennsylvania 15044

From: Bruce MacCullough <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 5:01 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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PA's rate of \$2.83 for tipped workers is an outrage. It must be increased substantially! All PA employees should be fairly compensated for their work, and the regulations they work under should be up to date, not based on wage levels from a half a century ago. The proposed changes and clarifications would help achieve these goals by modernizing regulations governing tipped workers, increasing workers' earnings, and ensuring that tips for those who work primarily as tipped workers are not unfairly siphoned off by businesses and managers.

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There is much more to be done—including eliminating the tipped minimum wage and restoring an increase in the Pennsylvania salary level below which salaried employees automatically receive overtime—but these regulations would positively impact Pennsylvania workers and should be enacted.

Bruce MacCullough
bmaccullough@gmail.com
727 Valley Green Court
Philadelphia, Pennsylvania 19128

From: W. Andrew Stover <asmakeup@embarqmail.com>

Sent: Tuesday, December 14, 2021 5:00 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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Mr. Bryan Smolock,

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Pennsylvania employees should be fairly compensated for their work, and the regulations they work under should be up to date, not based on wage levels from a half a century ago. The proposed changes and clarifications would help achieve these goals by modernizing regulations governing tipped workers, increasing workers' earnings, and ensuring that tips for those who work primarily as tipped workers are not unfairly siphoned off by businesses and managers.

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W. Andrew Stover
asmakeup@embarqmail.com
247 West Queen Street
Chambersburg, Pennsylvania 17201

From:

NATALIE RAMOS <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 4:56 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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NATALIE RAMOS
naturally0723@gmail.com
127 Marshall Ave.
Johnstown, Pennsylvania 15905

From: Lisa Ditalia <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 5:51 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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Lisa Ditalia
Izditalia@gmail.com
536 E. Locust St.
Bethlehem, Pennsylvania 18018

From: Ron Ennis <local268@ptd.net>

Sent: Tuesday, December 14, 2021 5:27 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

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Ron Ennis
local268@ptd.net
9865 Old 22
Breinigsville, Pennsylvania 18031

From: Shannon Van Wert <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 5:24 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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Mr. Bryan Smolock,

To Whom it May Concern,

I'm writing to express my strong support for the Department of Labor and Industry's proposed updates to the Minimum Wage regulations, which relate to tipped employees and the overtime calculation for salaried employees.

This is long overdue and should just be the beginning of making thing more fair for workers and protecting workers rights.

Pennsylvania employees should be fairly compensated for their work, and the regulations they work under should be up to date, not based on wage levels from a half a century ago. The proposed changes and clarifications would help achieve these goals by modernizing regulations governing tipped workers, increasing workers' earnings, and ensuring that tips for those who work primarily as tipped workers are not unfairly siphoned off by businesses and managers.

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These regulations would also limit erosion of tips for genuine tipped workers by prohibiting payment of credit card fees with tips and limiting "tip pooling" through which employers cover the regular minimum wage of non-tipped workers with tips. Other parts of this regulation provide additional protections for tipped workers.

A separate part of these regulations, involving the calculation of the regular rate for overtime for salaried employees, would deliver basic fairness to lower-paid, salaried employees entitled to overtime by paying their overtime based on their pay averaged over a 40-hour work week. These employees would receive a real time-and-a-half pay for their hours over 40—one based on an hourly rate equal to their salary divided by 40.

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Shannon Van Wert
slynkefox@hotmail.com
1853 s church
Allentown , Pennsylvania 18104

From: Carol Duncan <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 5:18 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Mr. Bryan Smolock,

To Whom it May Concern,

I strongly support the Department of Labor and Industry's proposed updates to the Minimum Wage regulations relating to tipped employees and the overtime calculation for salaried employees.

Pennsylvania employees should be fairly compensated for their work, and the regulations they work under should be up to date, not based on wage levels from a half a century ago.

These new regulations would limit those who can be paid a base wage below \$7.25 per hour to workers earning \$135 per month in tips and to who those who perform tipped duties at least 80% of the time.

These regulations would also limit erosion of tips by prohibiting payment of credit card fees with tips and limiting "tip pooling".

A separate part of these regulations would deliver basic fairness to lower-paid, salaried employees entitled to overtime by paying their overtime based on their pay averaged over a 40-hour work week. These employees would receive a real time-and-a-half pay for their hours over 40—one based on an hourly rate equal to their salary divided by 40.

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Carol Duncan
carol.duncan8031@gmail.com
503 W. Springer St
Philadelphia, Pennsylvania 19119

From: Timothy Dunleavy <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 6:24 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Mr. Bryan Smolock,

To Whom it May Concern,

I'm writing to express my strong support for the Department of Labor and Industry's proposed updates to the Minimum Wage regulations, which relate to tipped employees and the overtime calculation for salaried employees.

I spent several years earning a low paycheck while trying to live on tips. It is difficult to budget when one doesn't know from day to day what one will earn. Additionally, I have worked for employers who literally had to be chased all over town on payday to collect a check that may, or may not bounce.

Pennsylvania employees should be fairly compensated for their work, and the regulations they work under should be up to date, not based on wage levels from a half a century ago. The proposed changes and clarifications would help achieve these goals by modernizing regulations governing tipped workers, increasing workers' earnings, and ensuring that tips for those who work primarily as tipped workers are not unfairly siphoned off by businesses and managers.

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Timothy Dunleavy
duntim77@yahoo.com
537 Cricklewood Dr
State College, Pennsylvania 16803

From:

Dennis Keller <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 6:22 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Dennis Keller
dakell318@gmail.com
1429 Old Reliance Rd
Middletown, Pennsylvania 17057-5906

From: JoAnn Spitek <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 6:16 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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JoAnn Spitek
joannspitek@gmail.com
695 High St
California, Pennsylvania 15419

From: Nick Hammer <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 6:02 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Nick Hammer
hydnick@gmail.com
10 Treasure Lake
DuBois, Pennsylvania 15801

From:

robwetherington@gmail.com <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 5:59 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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robwetherington@gmail.com 1900 E Harold St philadelphia , Pennsylvania 19125

From: William Conklin <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 5:55 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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William Conklin bill.conk13@gmail.com 410 Washington Street Susquehanna, Pennsylvania 18847

From:

Stephanie Gregor <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 5:53 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Stephanie Gregor slgregor333@gmail.com 63 N Schuylkill Avenue Leesport, Pennsylvania 19533

From:

Robert Smith <robasmith1@comcast.net>

Sent:

Tuesday, December 14, 2021 5:51 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Robert Smith robasmith1@comcast.net 445 Quaker Dr York, Pennsylvania 17402

From: karen stickney <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 8:19 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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karen stickney kstick35@gmail.com 27 Baril St, 1 Lewiston, Maine 04240

From: Kathleen Rueppel <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 8:10 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Kathleen Rueppel
k_rueppel@hotmail.com
515 MacArthur St
McKees Rocks, Pennsylvania 15136

From: Greta Englund <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 7:48 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Greta Englund gmerhe@gmail.com 374 Lake Meade Dr. East Berlin , Pennsylvania 17316

From: Joseph Josefoski <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 7:33 PM

To: Smolock, Bryan

Subject: [External] Record profits for companies and corporations all over the world. Giant

salaries for executives and CEOs. Hundreds of new billionaires. And this during a

pandemic? When people and families can not pay rent, utilities, afford groceries, and p...

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Joseph Josefoski
josephjosefoski@gmail.com
Marion St
Aliquippa, Pennsylvania 15001

From: Katherine Gulick <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 7:31 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Katherine Gulick kdgulick@gmail.com 1601 Spring Garden St., Apt. G107 Philadelphia, Pennsylvania 19130

From:

Barbara Langan <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 7:23 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Barbara Langan
barbaralangan@hotmail.com
16051 Greenwood Rd
Huntingdon, Pennsylvania 16652

From:

John Six <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 7:21 PM

To:

Smolock, Bryan

Subject:

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John Six jon6er@gmail.com 21 W High St. Middletown, Pennsylvania 17057

From: Leo Kucewicz <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 7:08 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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There is much more to be done—including eliminating the tipped minimum wage and restoring an increase in the Pennsylvania salary level below which salaried employees automatically receive overtime—but these regulations would positively impact Pennsylvania workers and should be enacted.

Leo Kucewicz j14lion@gmail.com 201 Black Walnut Drive Phoenixville, Pennsylvania 19460-5922

From: Barbara Turner < info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 7:04 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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Barbara Turner
bbturn@hotmail.com
339 Knob Rd
Brownsville, Pennsylvania 15417

From: wolfe.fang910@gmail.com <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 6:43 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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wolfe.fang910@gmail.com 930 Grove St Williamsport, Pennsylvania 17701

From:

Karen Schermerhorn <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 6:34 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Karen Schermerhorn facfedkrs@aol.com 2011 Moravian Street Philadelphia, Pennsylvania 19103

From: g49hop@gmail.com <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 6:27 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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g49hop@gmail.com
49 W. OAKALND AVE. I, 49 W. OAKLAND AVE, 49 W. OAKLAND AVE
doylestown, Pennsylvania 18901

From: iohn marger

john margerum <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 6:27 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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john margerum jmargerum1@gmail.com 3232 W Penn Street Philadelphia, Pennsylvania 19129

From:

Helene Rosen <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 9:59 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Helene Rosen hrosen80@hotmail.com 92 Grandview Dr. Ivyland, Pennsylvania 18974

From:

Laura Fake <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 9:59 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Laura Fake

Ifake456@gmail.com

443 W High St

Womelsdorf, Pennsylvania 19567

From: Laura Horowitz <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 9:38 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Laura Horowitz
12newmoons@gmail.com
6544 Darlington Road
Pittsburgh, Pennsylvania 15217

From: Linda Wineman <speedster89@embarqmail.com>

Sent: Tuesday, December 14, 2021 9:32 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Linda Wineman speedster89@embarqmail.com 19 Byers rd Shippensburg, Pennsylvania 17257

From:

tashiajames7@gmail.com <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 9:28 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

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tashiajames7@gmail.com 724 ROWE LANE HARRISBURG, Pennsylvania 17112

From: Dan Rauscher <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 9:27 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Dan Rauscher rausch173@gmail.com 346 Euclid Ave Ambler, Pennsylvania 19002

From:

Terry Brown <info@email.actionnetwork.org>

Sent:

Tuesday, December 14, 2021 9:27 PM

To:

Smolock, Bryan

Subject:

[External] Comments on Regulation #12-114: Minimum Wage, updates to the

regulations governing tipped employees, and the calculation of overtime for salaried

employees

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Mr. Bryan Smolock,

To Whom it May Concern,

I'm writing to express my strong support for the Department of Labor and Industry's proposed updates to the Minimum Wage regulations, which relate to tipped employees and the overtime calculation for salaried employees.

Pennsylvania employees should be fairly compensated for their work, and the regulations they work under should be up to date, not based on wage levels from a half a century ago. The proposed changes and clarifications would help achieve these goals by modernizing regulations governing tipped workers, increasing workers' earnings, and ensuring that tips for those who work primarily as tipped workers are not unfairly siphoned off by businesses and managers.

Pennsylvania's woefully inadequate tipped minimum wage per hour currently tempts employers to count more workers as tipped employees so they can pay them a base wage of as little as \$2.83 per hour with tips bringing them up to PA's current minimum wage of \$7.25 per hour. These regulations would limit those who can be paid a base wage below \$7.25 per hour to workers earning a meaningful dollar amount in tips (\$135 per month rather than \$30 month, the first updating of this figure since 1977); and to who those who perform tipped duties most of the time (at least 80%).

A separate part of these regulations, involving the calculation of the regular rate for overtime for salaried employees, would deliver basic fairness to lower-paid, salaried employees entitled to overtime by paying their overtime based on their pay averaged over a 40-hour work week. These employees would receive a real time-and-a-half pay for their hours over 40—one based on an hourly rate equal to their salary divided by 40.

Before the pandemic, research showed that typical tipped workers in the United States do not work in high-end restaurants and bars but are paid low wages and subject to high rates of sexual harassment. Then, in the COVID-19 pandemic, thousands of Pennsylvania's tipped and service industry workers suffered a twofold blow, sometimes losing hours or jobs and other times exposed to risk of infection in restaurants, salons, hotels, and other occupations. These

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Terry Brown
tbalex5006@gmail.com
5006 New Falls Road
Levittown, Pennsylvania 19056

From: David Way <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 9:06 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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David Way
way_david_m@yahoo.com
2315 Romig Road
Pottstown, Pennsylvania 19464

From: Kareema Brown <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 8:51 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Kareema Brown kareemabrown2@gmail.com 223 Lardner Street Phila, Pennsylvania 19111

From: mdugan1952@gmail.com <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 8:25 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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mdugan1952@gmail.com 222 Maypole Rd Upper Darby, Pennsylvania 19082

From: Daniel Safer <info@email.actionnetwork.org>

Sent: Tuesday, December 14, 2021 8:20 PM

To: Smolock, Bryan

Subject: [External] Comments on Regulation #12-114: Minimum Wage, updates to the

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Daniel Safer
saferdan@hotmail.com
3305 Hamilton Street
Philadelphia, Pennsylvania 19104