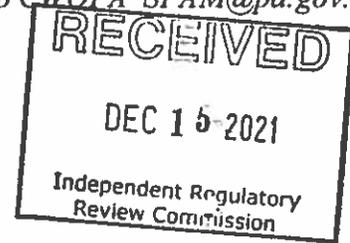


Form Letter B. 108-135

Kathy Cooper

From: Shari Johnson <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 5:31 AM
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,

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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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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.

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

Kathy Cooper

From: Fred Hixson <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 6:42 AM
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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Fred Hixson
fredchixsonjr@gmail.com
225 Nicol Ln
Derry, Pennsylvania 15627

Kathy Cooper

From: Donna Lucas <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 7:10 AM
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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Donna Lucas
donnal39@gmail.com
205 Stump Road
North Wales, Pennsylvania 19454

Kathy Cooper

From: Margaret Goodman <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 2:13 AM
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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Margaret Goodman
messgwg@gmail.com
51 Broomall Lane
Glen Mills, Pennsylvania 19342

Kathy Cooper

From: Mary Sharp <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 3:23 AM
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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Mary Sharp
angelmoon2783@yahoo.com
424 Spruce Avenue
Altoona, Pennsylvania 16601

Kathy Cooper

From: William Bader <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 12:52 AM
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 Bader
williambader@hotmail.com
1402 Lorain Ave
Bethlehem, 18018-2418

Kathy Cooper

From: Donna D Varcoe <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 12:38 AM
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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Donna D Varcoe
dmdv45@hotmail.com
78 McKee Circle
Bellefonte, Pennsylvania 16823

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From: mjmleczyński@gmail.com <info@email.actionnetwork.org>
Sent: Tuesday, December 14, 2021 11:38 PM
To: Smolock, Bryan
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mjmleczynski@gmail.com

15 Florida Ave

West Wyoming , Pennsylvania 18644

Kathy Cooper

From: wormond56@gmail.com <info@email.actionnetwork.org>
Sent: Tuesday, December 14, 2021 11:35 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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wormond56@gmail.com

3109 W 25th Street, West 25th Street, West 25th Street
Erie, Pennsylvania 16506

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From: padefibaugh@gmail.com <info@email.actionnetwork.org>
Sent: Tuesday, December 14, 2021 11:01 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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padebibaugh@gmail.com

434 Locust Street

Roaring Spring, Pennsylvania 16673

Kathy Cooper

From: pegomalley88@gmail.com <info@email.actionnetwork.org>
Sent: Tuesday, December 14, 2021 10:59 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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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%).

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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.

pegomalley88@gmail.com
121 North Creek Rd PO Box 642
Landenberg, Pennsylvania 19350

Kathy Cooper

From: Mary Ann Sheldon <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 2:47 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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Mary Ann Sheldon
macsheldon@gmail.com
1245 Greentree Lane
Narberth, Pennsylvania 19072

Kathy Cooper

From: jessica.steward.brittain@gmail.com <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 1:58 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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jessica.steward.brittain@gmail.com
6805 OLD BERWICK RD
BLOOMSBURG, Pennsylvania 17815

Kathy Cooper

From: Joyce Crock <penelope59@msn.com>
Sent: Wednesday, December 15, 2021 1:53 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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Joyce Crock
penelope59@msn.com
624 Wenzell Ave
Not Hispanic or Latino, Pennsylvania 15216

Kathy Cooper

From: John Meyerson <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 1:24 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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John Meyerson

jmeyerson1776@gmail.com

508 W Mount Airy Ave

Philadelphia, Pennsylvania 19119

Kathy Cooper

From: Kay Reinfried <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 11:46 AM
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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Kay Reinfried
kmreinfried@gmail.com
797 Scott Ln
Lititz, Pennsylvania 17543

Kathy Cooper

From: Peter Hecht <prhecht@comcast.net>
Sent: Wednesday, December 15, 2021 10:43 AM
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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Peter Hecht
prhecht@comcast.net
704 Montrose St
Philadelphia, Pennsylvania 19147

Kathy Cooper

From: lindasue19020@yahoo.com <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 10:31 AM
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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lindasue19020@yahoo.com
917 Park Avenue,
Bristol, Pennsylvania 19007

Kathy Cooper

From: Salima Ellis <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 8:44 AM
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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Salima Ellis
salimaellis780@gmail.com
7932 Provident Street
Philadelphia , Pennsylvania 19150

Kathy Cooper

From: Susan Miner <smalamed@comcast.net>
Sent: Wednesday, December 15, 2021 8:30 AM
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 appalled at the current regulations harming minimum wage and tipped workers in PA - the more I learn the more outraged I become. I am writing to express my **VEHEMENT 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. My only complaint about these proposals is they do not go far enough to assure that hard working people are not exploited, as is the current status quo.

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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Susan Miner
smalamed@comcast.net
617 NANCY JANE LN
DOWNTOWN, Pennsylvania 19335-1664

Kathy Cooper

From: bmoyer1952@gmail.com <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 7:35 AM
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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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.

bmoyer1952@gmail.com

713 Scenic Drive

Harleysville, Pennsylvania 19438

Kathy Cooper

From: Mary Bellman <info@email.actionnetwork.org>
Sent: Thursday, December 16, 2021 5:56 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 employees

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Mr. Bryan Smolock,

To Whom it May Concern,

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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.

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%).

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Mary Bellman
mjbellman@yahoo.com
457 Sierra Ln
State College, Pennsylvania 16803

Kathy Cooper

From: 2cmarie@gmail.com <info@email.actionnetwork.org>
Sent: Thursday, December 16, 2021 3:55 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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2cmarie@gmail.com
2825 Four Mile Drive
Montoursville , Pennsylvania 17701

Kathy Cooper

From: Gloria Merlino <gloski@rcn.com>
Sent: Thursday, December 16, 2021 11:42 AM
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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Gloria Merlino
gloski@rcn.com
1950 Ferry St.
Easton, Pennsylvania 18042

Kathy Cooper

From: Ruth Lotz <ruth.lotz@juno.com>
Sent: Wednesday, December 15, 2021 8:44 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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Ruth Lotz
ruth.lotz@juno.com
3020 N 2nd St
Harrisburg, Pennsylvania 17110

Kathy Cooper

From: rquinlan@att.net
Sent: Tuesday, December 14, 2021 7:43 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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rquinlan@att.net

299 squire circle

Pittsburgh , Pennsylvania 15212

Kathy Cooper

From: James Mackey <info@email.actionnetwork.org>
Sent: Wednesday, December 15, 2021 4:36 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 employees

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James Mackey
jimmackeyjr1@gmail.com
2700 Chestnut Street, Suite 1016
Chester, Pennsylvania 19013