

Kathy Cooper

3202

Form Letter B 121-132

RECEIVED

JAN 14 2020

Independent Regulatory
Review Commission

From: justyn woznicki <user@votervoice.net>
Sent: Tuesday, January 14, 2020 2:56 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

CAUTION: **EXTERNAL SENDER** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear The Review Commission,

As a small business owner in Pennsylvania, I am writing in opposition to the Department of Labor and Industry's proposal to dramatically increase the salary threshold for employee overtime eligibility. As you may be aware, the Independent Regulatory Review Commission asked the Wolf Administration to address concerns that were brought up by businesses, nonprofits, and colleges. The revised rule is only moderately different from the original rule.

The proposed increase in the state threshold from an annual salary of \$35,568 to \$45,500 over two years will be especially hard on small businesses like mine and their employees. It will limit the flexibility we can offer them now with hours, benefits, and pay. It will affect the morale of employees at my business by forcing them back to punching a time clock, which will also impact my business' quality, customer service, and reputation.

Further, the proposal seriously underestimates the costs to comply because it doesn't consider the higher costs to small businesses of state mandates like this. Higher costs will force businesses like mine to cut back the hours and pay of the very employees the change is intended to help.

The proposal to automatically increase the threshold every three years after it takes effect will make employee salary costs uncertain for businesses like mine and make it virtually impossible to plan, especially in an economic downturn.

Small businesses can't afford the loss of flexibility and the increased cost of such a substantial increase in the overtime threshold. It will ultimately reduce benefits and career opportunities for my employees. Because of the dire impact it will have on businesses like mine and their employees, the Independent Regulatory Review Commission should disapprove of the rule.

Sincerely,

justyn woznicki
40 S Vine St
Hazleton, PA 18201
shopgrandcentral@yahoo.com

3202

RECEIVED

JAN 14 2020

Kathy Cooper

From: Wesley H Ouseal <wes@profaceinc.com>
Sent: Tuesday, January 14, 2020 2:53 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

Independent Regulatory
Review Commission

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Sincerely,

Wesley H Ouseal
3265 Lewisberry Rd
York, PA 17404
wes@profaceinc.com

3202

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JAN 14 2020

Kathy Cooper

Independent Regulatory
Review Commission

From: Edward Jocham <edj@eaglegraphic.com>
Sent: Tuesday, January 14, 2020 2:52 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Edward Jocham
150 N Moyer St
Annville, PA 17003
edj@eaglegraphic.com

3202

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JAN 14 2020

Kathy Cooper

Independent Regulatory
Review Commission

From: Brian Larson <brian@larsonkellett.com>
Sent: Tuesday, January 14, 2020 2:53 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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The proposed increase in the state threshold from an annual salary of \$35,568 to \$45,500 over two years will be especially hard on small businesses like mine and their employees. It will limit the flexibility we can offer them now with hours, benefits, and pay. It will affect the benefits we offer all employees because of increased costs.

Further, the proposal seriously underestimates the costs to comply because it doesn't consider the higher costs to small businesses of state mandates like this. Higher costs will force businesses like mine to cut back the hours and pay of the very employees the change is intended to help.

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Sincerely,

Brian Larson
1101 Nicely Ave
Montoursville, PA 17754
brian@larsonkellett.com

3202

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JAN 14 2020

Kathy Cooper

Independent Regulatory
Review Commission

From: Tim Stenger <user@votervoice.net>
Sent: Tuesday, January 14, 2020 2:47 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Tim Stenger
30 Field View Ct
Greencastle, PA 17225
stenger_tim@yahoo.com

3202

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JAN 14 2020

Kathy Cooper

Independent Regulatory
Review Commission

From: Michael Trimboli <mike@highlandsheating.com>
Sent: Tuesday, January 14, 2020 2:25 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Michael Trimboli
1177 Buchanan Rd
White, PA 15490
mike@highlandsheating.com

3202

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JAN 14 2020

Kathy Cooper

Independent Regulatory
Review Commission

From: Troy Billet <tbillet@billet-industries.com>
Sent: Tuesday, January 14, 2020 2:26 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Troy Billet
247 Campbell Rd
York, PA 17402
tbillet@billet-industries.com

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JAN 14 2020

Independent Regulatory
Review Commission

Kathy Cooper

From: Curtis Burkholder <curtis@barewealthadvisors.com>
Sent: Tuesday, January 14, 2020 2:21 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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Sincerely,

Curtis Burkholder
14 Hoover Ln
Leola, PA 17540
curtis@barewealthadvisors.com

3202

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JAN 14 2020

Kathy Cooper

From: Adam Bennett <adam@adambennettinsurance.com>
Sent: Tuesday, January 14, 2020 2:24 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

Independent Regulatory
Review Commission

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Sincerely,

Adam Bennett
208 Allison St
Sayre, PA 18840
adam@adambennettinsurance.com

37207

Kathy Cooper

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JAN 14 2020

From: Anthony Miller <info@transloggt.com>
Sent: Tuesday, January 14, 2020 3:07 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

Independent Regulatory
Review Commission

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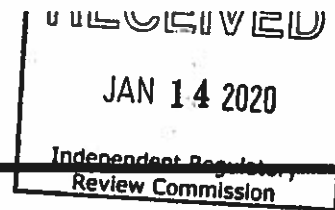
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Sincerely,

Anthony Miller
1699 Grantley Rd
York, PA 17403
info@transloggt.com

3202



Kathy Cooper

From: John Driver <sales@westbranchrental.com>
Sent: Tuesday, January 14, 2020 3:02 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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As the owner of West Branch Rental, we have several people on our payroll that will be directly affected. Most likely these employees will face reduced hours and potentially less take home pay. As a small business owner, these regulations are overly burdensome and make it difficult to comply with. I urge you to not implement this new overtime Regulation. This will have a negative impact on all small business' state wide.

Sincerely,

John Driver
228 Beck St
Lewisburg, PA 17837
sales@westbranchrental.com

3202
Kathy Cooper

RECEIVED

JAN 14 2020

Independent Regulatory
Review Commission

From: David Kennedy <dave@firstcreditresources.com>
Sent: Tuesday, January 14, 2020 3:10 PM
To: IRRC
Subject: Comments on Dept. of Labor and Industry Overtime Regulation #12-106

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The proposal to automatically increase the threshold every three years after it takes effect will make employee salary costs uncertain for businesses like mine and make it virtually impossible to plan, especially in an economic downturn. It will force me to reduce the number of employees I have and I will have to reduce the amount of benefits I provide. Right now I pay 100% of my employees medical and dental benefits in addition I have a very liberal PTO policy all of this will dramatically change or disappear. My employee surveys which are done through a third party for anonymity show they are happy with their salaries and cherish their benefits do not destroy a good thing.

Small businesses can't afford the loss of flexibility and the increased cost of such a substantial increase in the overtime threshold. It will ultimately reduce benefits and career opportunities for my employees. Because of the dire impact it will have on businesses like mine and their employees, the Independent Regulatory Review Commission should disapprove of the rule.

Sincerely,

David Kennedy
1466 Frankstown Rd
Johnstown, PA 15902
dave@firstcreditresources.com