Cheryl Yohn

From:	Fred Gaffney <fgaffney@columbiamontourchamber.com>
Sent:	Tuesday, November 5, 2019 10:27 AM
To:	IRRC
Subject:	Proposed Massive Overtime Rule Expansion

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Dear Independent Regulatory Review Commission,

The Columbia Montour Chamber of Commerce represents over 420 employers from the Columbia and Montour County area. The Board of Directors of the Chamber of Commerce opposes the PA Department of Labor & Industry's (DOL) proposed changes to the Commonwealth's overtime eligibility rules as detailed in IRRC Number 3202 as they are excessive and burdensome. The new federal rule, which is scheduled to take effect on January 1, 2020, provides a more reasonable adjustment for workers and consistency across the country.

As proposed, the salary threshold for overtime eligibility would nearly double from the current level of $23,660 to $45,500 in three years. Several years ago, the Federal government attempted similar rule changes, and we heard significant outcry from our members at that time. Many employers, particularly small businesses and non-profit organizations, simply do not have the resources to absorb such dramatic increases. Our members have told us that these rules are likely to result in disruptions in business services, as well as the number of positions available.

The federal government has already provided an adjustment to benefit employees. In September, a final rule was issued updating the threshold to $35,568 as of January 1. DOL's proposed changes would be an excessive intrusion into the free market system, and create inconsistency for employers that operate in multiple states. We feel that no further adjustments are necessary at the state level.

Thank you for your attention in this important matter.

Sincerely,

Fred Gaffney
238 Market St
Bloomsburg, PA 17815
fgaffney@columbiamontourchamber.com

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1