

3202

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Kathy Cooper

**From:** Jesse Casler <jcasler@hopeinternational.org>  
**Sent:** Friday, November 8, 2019 6:28 PM  
**To:** IRRC  
**Subject:** Comments on IRRC Regulation 3202 - Proposed Overtime Regulations

Independent Regulatory  
Review Commission

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Dear Public Comment 3202 Review Commission,

Thank you for allowing commentary on this proposal. I have two concerns. First, there is never any separate standard for nonprofits in legislation like this. Because of this, a small nonprofit in Lancaster, PA (like HOPE International, where I serve as the COO) and a Philadelphia law firm are treated exactly the same. Of course, this legislation presents no challenge to the Philadelphia law firm, but is a significant burden to nonprofits. Could an adjustment (maybe 75% of the for profit rate) be put in place for nonprofits?

Second, there is no proration for employees on contracts that are less than 40 hours per week. We have several senior staff members, who would easily pass the duties test, who have prorated their hours down to 20 hours per week or even fewer in some cases. I wish this legislation (at the state and federal level) would adjust for such a proration instead of penalizing employers who are trying to provide a flexible, family friendly workplace.

Jesse

Sincerely,

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