

3202

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Independent Regulatory  
Review Commission

**Kathy Cooper**

**From:** Steve Wolgemuth <steve@stevewolgemuth.com>  
**Sent:** Friday, November 8, 2019 6:28 PM  
**To:** IRRC  
**Subject:** Comments on IRRC Regulation 3202 - Proposed Overtime Regulations

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Dear Public Comment 3202 Review Commission,

As a business owner in Lancaster, I'm grateful for the opportunity to weigh in on this very important proposed legislation. Even now business owners like me are frustrated in conforming with labor law that was designed in the industrial age. Today, people don't go online, they live online. And that's the way Millennials work. How can I possibly track when they pop in and out of their inboxes after hours, or check social media - I have a digital marketing firm, and my team members have very blurred lines as to whether they're "at work" or "not at work." In my preferred future of employing knowledge workers, a "results only work environment" makes sense. While I can do that with high tiered team members, it is the YOUNG TEAM MEMBERS that want autonomy the most. This proposed legislation shows blatant disregard for the desire of young emerging knowledge workers - who would love an entry level job with an entry level salary without punching a clock when they answer a client email from a coffee shop. Your desire to help the lower paid tier of workers may help workers in an industrial workplace, but much of the world does NOT WORK IN THAT TYPE OF ENVIRONMENT TODAY. While increasing salary requirements, forcing employers to track hours and pay overtime may help some workers in some industries, it runs contrary to the direction our countries' knowledge workforce is trying to go.

Sincerely,

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