

TAKING CARE OF THOSE WHO TAKE CARE OF US

Strengthening worker protections for
millions of in-home care workers

On December 27, 2011, the Department of Labor proposed updates to regulations under the Fair Labor Standards Act that would ensure minimum wage and overtime protections to most in-home care workers.

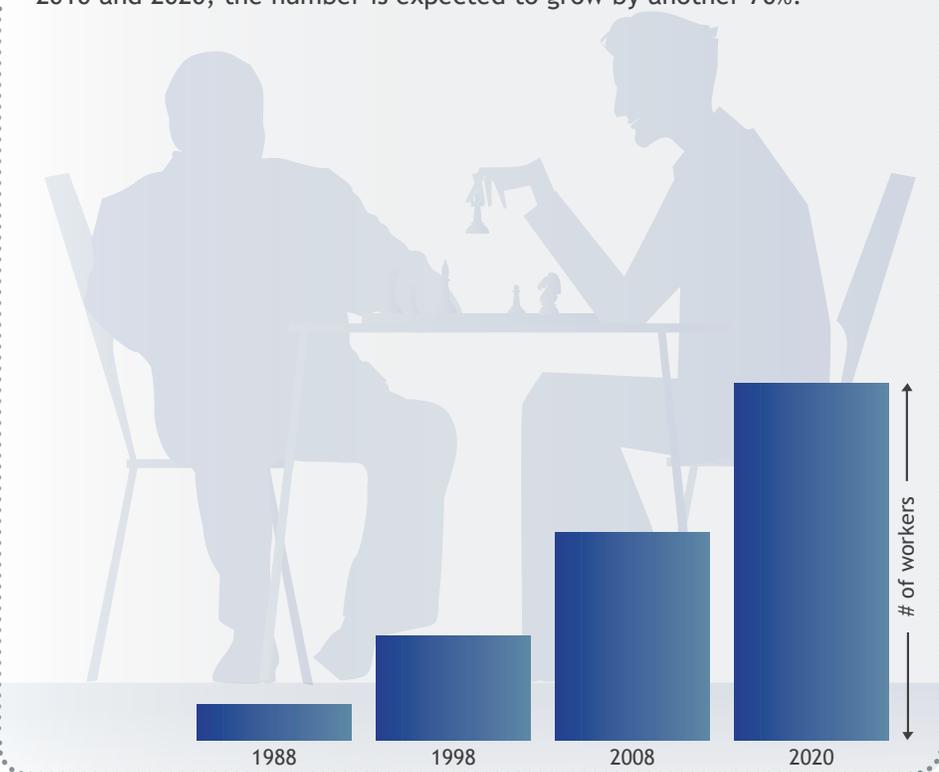
The law has not kept pace with the changing nature of this growing industry.

The nature of in-home care workers has changed. What was once your neighbor coming down the street to play cards or to sit with an ill relative is now a full grown industry, with nearly 2 million skilled workers.

From 1988 to 1998 the number of home health and personal care aids **tripled**, and that number more than **doubled** again from 1998 to 2008. Between 2010 and 2020, the number is expected to grow by another 70%.

Quick Stat:

These regulations have not been updated in nearly **40 YEARS**



Impact On...



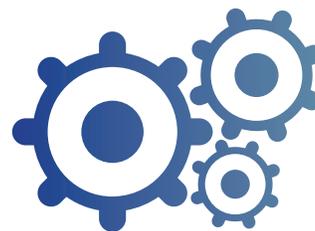
CARE

This is an industry plagued with high turnover, which, by definition, leads to a diminished quality of care. The proposed rule will result in a more stable workforce, lower turnover and more consistent care.



THE INDUSTRY

15 states already provide minimum wage and overtime protections to most home care workers, and the industry continues to thrive in these states.



JOBS

Many employers will establish shifts for the additional workers needed. When they do this, it will create jobs.



U.S. DEPARTMENT OF LABOR
WAGE AND HOUR DIVISION



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At its heart, this rule is about Evelyn Coke, a single mother, who took care of her 5 children by working as a direct care worker. She sometimes worked three consecutive 24-hour shifts and at times worked 70 hours a week, earning \$7 an hour with no overtime pay. This rule is also about the many elderly and individuals with disabilities that Evelyn Coke bathed, cooked for, dressed and cared for during her lifetime. When asked about the Supreme Court case and

ruling bearing her name that brought national attention to these workers in 2007, she said, "I feel glad it's come to everybody's attention; *people are supposed to get paid when they work.*"

WHO ARE IN-HOME CARE WORKERS?



of in-home care workers are **WOMEN**



of in-home care workers are **MINORITIES**



must rely on public assistance, such as **MEDICAID & FOOD STAMPS**

Dispelling Myths...



IN-HOME CARE INSTITUTIONAL CARE

COST

Home care costs nearly 50% less than institutional care for most people. By stabilizing this workforce, our loved ones will have access to better quality lower-cost care. We will attract the workers we need to help our loved ones stay in their homes and live independently.



COMPENSABLE HOURS WILL NOT CHANGE

Providing wage protections for these vulnerable workers does not change what constitutes compensable hours. In most cases sleep time may still be deducted on shifts of 24 hours or more.

THIS IS A CRITICAL SEGMENT OF OUR WORKFORCE. THEY ARE RESPONSIBLE FOR TAKING CARE OF OUR MOST VULNERABLE LOVED ONES - OUR FATHERS, MOTHERS, AND OUR DISABLED VETERANS - IN THE PLACE WHERE THEY FEEL MOST COMFORTABLE -

AT HOME.



For more information on the FLSA or other federal labor laws enforced by the Wage and Hour Division, please visit: WWW.DOL.GOV/WHD

