

FOR IMMEDIATE RELEASE

November 12, 2015

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NCLR Celebrates Implementation of Long-Awaited Wage Protections for Home Care Workers

WASHINGTON, D.C.—Today, the Department of Labor (DOL) will begin enforcing a new rule that guarantees federal minimum wage and overtime protections for nearly two million home care workers who help the elderly and people with disabilities live with dignity in their homes. NCLR (National Council of La Raza) applauds the persistent efforts of advocates who have fought tirelessly for home care workers to gain the same legal protections as other domestic workers and thanks Secretary of Labor Tom Perez and the Department of Labor for pushing for this important change.

“After decades of callous and often inhumane treatment, home care workers are finally earning fair compensation and worker protections that are extended to all other workers,” said Janet Murguía, President and CEO of NCLR. “Implementation of this rule is a tremendous victory for these workers, nearly one in four of whom is Hispanic, as well as those who rely on these services. Earning better wages will build a stronger, more stable workforce that will be better equipped to handle the needs of the aging U.S. population.”

Under the Home Care Final Rule most home care workers will be entitled to receive:

- **Minimum wage:** Payment of at least the federal minimum wage, currently \$7.25 an hour, for all hours worked. If a worker’s state minimum wage is higher and the state minimum wage law covers home care workers, she is entitled to the higher minimum wage.
- **Overtime pay:** Workers must be paid at least 1.5 times their regular hourly rate of pay after working more than 40 hours in a workweek.
- **Time tracking:** Employers must keep track of and record a worker’s weekly hours, pay earned, and wage deductions.
- **Travel time compensation:** Compensation for travel time spent for work-related purposes. Compensation is required for work-related travel during the workday (i.e., from one consumer’s house to another), not travel time to and from the worker’s home.
- **Federal oversight:** Home care workers now have federal labor protections and can go to the DOL for any labor violation claims such as wage theft, misclassification, or discrimination.

To learn more, read NCLR's [fact sheet on DOL's Home Care Final Rule](#).

NCLR—the largest national Hispanic civil rights and advocacy organization in the United States—works to improve opportunities for Hispanic Americans. For more information on NCLR, please visit www.nclr.org or follow along on [Facebook](#) and [Twitter](#).

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