



U.S. Department of Labor  
Wage and Hour Division

If you would like more information  
call toll-free: **1-866-4US-WAGE**  
**(1-866-487-9243)** or visit our web site  
at [www.wagehour.dol.gov](http://www.wagehour.dol.gov)

**H e a l t h   C a r e   W o r k e r s**

**Hours Worked:** Includes pre/post shift duties, travel time during scheduled work hours from site to site, and work related to meetings and training. Bona fide meal and sleep time may be excluded from hours worked if certain conditions are met.

**Minimum Wage and Deductions:** The Federal minimum wage must be paid for all hours worked. Where a State law requires a higher minimum wage, the higher standard applies. Wages cannot be reduced below the Federal minimum wage by deductions for job-related expenses such as uniforms.

**Overtime and Regular Rate:** Non-exempt employees must receive time and one-half the regular rate of pay after 40 hours of work in a 7-day workweek. Regular rate includes all compensation, such as non-discretionary bonuses and shift differentials. In nursing homes and residential living facilities, employers may pay overtime after 8 hours in any one day and 80 hours in a 14-day pay period.

**Exemptions:** Certain salaried managerial and professional employees are exempt from the minimum wage and overtime regulations, but only if they meet specific salary, duty, and/or educational requirements.

**Child Labor:** Federal child labor law generally prohibits the employment of minors under the age of 14, restricts the hours of work for minors under 16, and prohibits the employment of minors under the age of 18 in any hazardous occupation. Detailed information on both Federal and State child labor laws is available on the internet at [www.youthrules.dol.gov](http://www.youthrules.dol.gov).