

WH1521 0414

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR



1-866-4US-WAGE (1-866-487-9243)
www.dol.gov/whd/homecare

For more information, contact the Wage and
Hour Division of the U.S. Department of Labor.
All services are free and confidential.

We Count on Home Care

Minimum wage and overtime pay
protections for direct care workers



WHD ★
WAGE AND HOUR DIVISION

Protections for Direct Care Workers

Effective January 1, 2015, direct care workers (a category that includes home health aides, personal care aides, etc.) who work in private homes may be entitled to receive at least the federal minimum wage and overtime pay if **ANY ONE** (or more) of the following is true:

- ✓ You are employed by an agency
- ✓ You perform medically related services
- ✓ You spend more than 20% of your time assisting with activities like dressing, grooming, feeding, driving, toileting, light housework
- ✓ You perform work for people in the household other than the person you assist