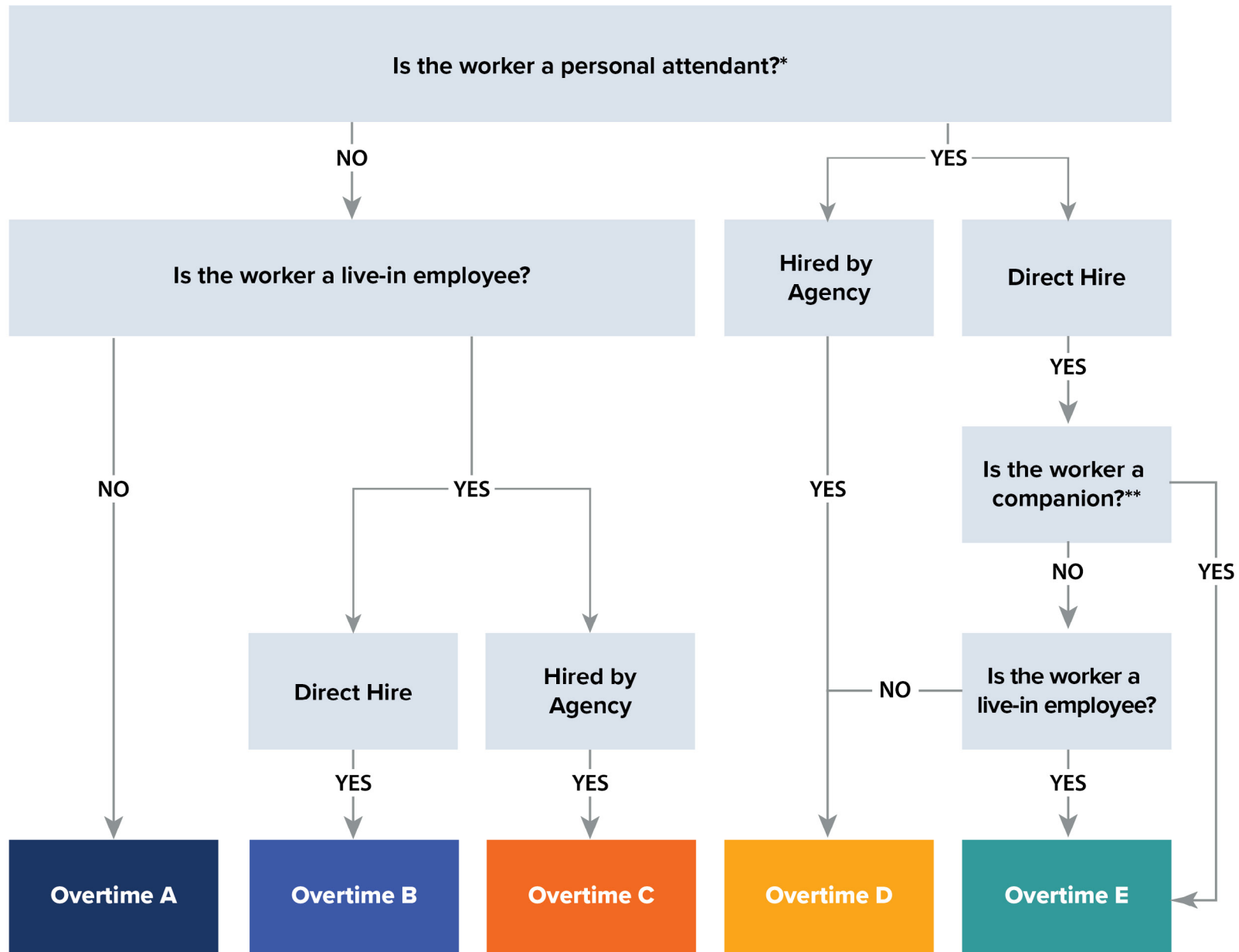


Domestic Work: Overtime For Caregivers/Attendants in Private Home



Overtime Rules under California and Federal Overtime Law

Overtime A: You or the agency must pay 1 ½ times the regular rate after 8 hours in a day and 40 hours in a workweek and 2 times the regular rate after 12 hours in a day and after 8 hours on the 7th consecutive day in a workweek.

Overtime B: You must pay 1 ½ times the regular rate after 9 hours in a day and on the 6th and 7th consecutive day in a workweek, 1 ½ times the regular rate for the first 9 hours and 2 times the regular rate after 9 hours.

Overtime C: The agency must pay 1 ½ times the regular rate after 9 hours in a day and after 40 hours in a week and on the 6th and 7th consecutive day in a workweek, 1 ½ times the regular rate for the first 9 hours and 2 times the regular rate after 9 hours.

Overtime D: The agency or you must pay 1 ½ times the regular rate after 9 hours in a day and after 40 hours in a workweek.

Overtime E: You must pay 1 ½ times the regular rate after 9 hours in a day and after 45 hours in a workweek.

Certain Exceptions apply.

The regular rate is usually the hourly rate, which must be at least the minimum wage. If you pay a flat rate, see the Domestic Work Pay FAQs.

*Under state law, a personal attendant is a caregiver or attendant who spends 80% or more of their time in a workweek providing direct care such as bathing, dressing, transferring and 20% or less of their time on general housekeeping such as cleaning and cooking.

**Under federal law, a companion is a caregiver or attendant who provides fellowship and protection to seniors and people with disabilities (such as playing games, accompanying on walks, appointments and other outings) and spend 20% or less of their total hours in a week on assistance with daily care activities such as dressing, grooming, light housework, transferring, and meal preparations.