



# Compass Town Hall

October 8, 2014

OVERTIME, IHSS AND YOU



# New OT Rule



- The rule - Jan 1, 2015:
  - SLS agencies must pay 1.5X for all hours over 40 in a week
  - Department of Labor says we should be “co-employers” with IHSS - i.e. IHSS hours count against the 40 of straight time
  - California increase to Compass will cover less than 10% of the increase based upon our current structure
  - Therefore, Compass may have to reduce most SLS staff’s hours to only 40 hours per week, possibly including their IHSS
- <http://www.dol.gov/whd/regs/compliance/whdfsFinalRule.htm>



# But There's Hope!

- The DOL has stated they will not “enforce” the rule until July 1, 2015, but attorneys can sue agencies
- Bottom line:
  - Unless the DOL officially suspends the rule,



**We still have to follow it!**

- You still need to act! You can have a DIRECT impact on what happens next...



# Call the Fed Government - STOP!

- White House

[whitehouse.gov/contact](http://whitehouse.gov/contact)

Comments: (202) 456-1111

Switchboard: (202) 456-1414

[whitehouse.gov/contact/write-or-call#call](http://whitehouse.gov/contact/write-or-call#call)



- Senator Diane Feinstein

[feinstein.senate.gov/public/](http://feinstein.senate.gov/public/)

San Francisco Office

1 Post St., Suite 2450

San Francisco, CA 94104

T: (415) 393-0707 F: (415) 393-0710

Email: [feinstein.senate.gov/public/index.cfm/e-mail-me](http://feinstein.senate.gov/public/index.cfm/e-mail-me)



- Labor Sec. Tom Perez

[dol.gov](http://dol.gov)

T: (866) 487-9243

Email: [webapps.dol.gov/contactus/contactus.asp?agency=WHD](http://webapps.dol.gov/contactus/contactus.asp?agency=WHD):



- Senator Barbara Boxer

[boxer.senate.gov](http://boxer.senate.gov)

Sacramento Office

201 I St., Ste 7-600

Sacramento, CA 95814

T: (916) 448-2787 F: (202) 228-3865

Email: [boxer.senate.gov/en/contact/policycomments.cfm](http://boxer.senate.gov/en/contact/policycomments.cfm)





# Call the Fed Government - STOP!

- **Rep. George Miller** (Concord area)  
[georgemiller.house.gov](http://georgemiller.house.gov) - Dist 11  
133 Willow Pass Rd., Set 203  
Concord, CA 94520  
P: (925) 602-1880  
Email: [georgemiller.house.gov/contact-me/email-me](http://georgemiller.house.gov/contact-me/email-me)



- **Rep. Barbara Lee** (Oakland/Berkeley area)  
[lee.house.gov](http://lee.house.gov) - Dist 13  
1301 Clay St., Ste 1000-N  
Oakland, CA 94612  
P: (510) 763-0370 F: (510) 763-6538  
Email: [lee.house.gov/contact-the-office/email-me](http://lee.house.gov/contact-the-office/email-me)



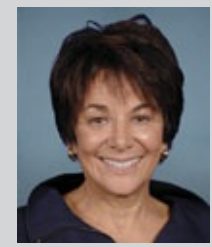
- **Rep. Eric Swalwell** (Tri Valley area)  
[swalwell.house.gov](http://swalwell.house.gov) - Dist 15  
Pleasanton Phone: (925) 460-5100  
Hayward Phone: (510) 370-3322  
Email: [swalwell.house.gov/contact-me/email-eric/](http://swalwell.house.gov/contact-me/email-eric/)



- **Rep. Mike Honda** (North Peninsula area)  
[honda.house.gov](http://honda.house.gov) - Dist 17  
2001 Gateway Pl, Ste 670W  
San Jose, CA 95110  
P: (408) 436-2720 F: (408) 436-2721  
Email: [honda.house.gov/contact/email-me](http://honda.house.gov/contact/email-me)



- **Rep. Anna Eshoo** (South Peninsula area)  
[eshoo.house.gov](http://eshoo.house.gov) - Dist 18  
698 Emerson St  
Palo Alto, CA 94301  
P: (408) 245-2339 F: (650) 323-3498  
Email: [eshoo.house.gov/email-me/](http://eshoo.house.gov/email-me/)



- **Rep. Zoe Lofgren** (East Peninsula area)  
[lofgren.house.gov](http://lofgren.house.gov) - Dist 19  
635 N 1st St, Ste B  
San Jose, CA 95112  
P: (408) 271-8700  
Email: [lofgren.house.gov/contact/](http://lofgren.house.gov/contact/)





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# Your message: Tanks, but No Tanks!

- I'm opposed to The Department of Labor's new rule requiring OT for caregivers because it will hurt me and my disabled client/family member. The rule will mean I or my caregiver will lose hours, and therefore wages because California will not increase funding to pay for overtime. Please do not destroy the services I depend on to survive or to feed my family. I will strongly consider the government's action or inaction when I vote on November 4.



# Call the State Government - Fund!

- Governor Jerry Brown



[gov.ca.gov/home.php](http://gov.ca.gov/home.php)

Address: % State Capitol, Ste 1173

P: (916) 445-2841 F: (916) 558-3160

Email: <https://govnews.ca.gov/gov39mail/mail.php>

- Find My Representative:

- Link: [findyourrep.legislature.ca.gov](http://findyourrep.legislature.ca.gov)



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# Your message: Fund it! Fund it!

- (Clients/families): If left unfunded the Department of Labor's new rule requiring OT for homecare workers will destroy the quality of services I or my loved one receives. I must have the service continue in its current format or I will require too many people in my home to ensure quality services, which I am entitled to by state law. Please do not destroy the services I depend on to survive. I will strongly consider your action or inaction when I vote on November 4.
- (Workers): If left unfunded the Department of Labor's new rule requiring OT for homecare workers will cause me to lose hours and therefore wages. I must have the services funded in order to provide for my family, or I will need to find new work. Please do not destroy the services I depend on to feed my family. I will strongly consider your action or inaction when I vote on November 4.