

October 9, 2013

The Honorable Thomas E. Perez  
Secretary of Labor  
U.S. Department of Labor  
200 Constitution Ave., NW  
Washington, DC 20210

Dear Secretary Perez:

The organizations listed below commend you on issuing the final regulation extending minimum wage and overtime protections to millions of home care workers across the nation (RIN 1235-AA05, the “Application of the Fair Labor Standards Act to Domestic Service”).

As you know, the guarantee of these long-sought basic protections not only is a critical step for home care workers, but will also help to build and stabilize the workforce to meet growing demand from seniors and people with disabilities for home care services, which enable them to maintain their independence, health and safety while enjoying the comfort of their own homes. The new regulations are particularly important for women: almost 90 percent of home care workers are women, as are the majority of family caregivers who manage home care for aging, chronically ill, and disabled relatives.

The timing of this rule is auspicious – home care jobs are one of the nation’s fastest-growing occupations, projected to increase by 70 percent over the next decade (2010-2020). Currently, high turnover and a shortage of qualified workers hinder our national goal of enabling older adults and people with disabilities to remain living at home and active in their communities. Finalizing this rule is an important step in addressing these challenges. We look forward to working with you to ensure its effective implementation.

We are delighted that millions of home care workers will now be granted the basic labor protections they deserve, correcting a longstanding injustice and enabling these workers to better support their families and communities. Congratulations to you and your colleagues at the Department of Labor for your dedication to a thoughtful drafting and public review process and to ensuring that this revision came to fruition. We deeply appreciate your recognition of the important role of home care workers in securing access to high-quality long-term services and supports for all Americans.

Sincerely,

AFL-CIO

Alliance for Retired Americans

American Federation of State, County and Municipal Employees (AFSCME)

American Geriatrics Society

American Society on Aging

Association for Gerontology and Human Development in Historical Black Colleges and Universities

Bend the Arc: A Jewish Partnership for Justice  
Campaign for Community Change  
Caring Across Generations  
Center for Effective Government  
CLASP  
Cooperative Home Care Associates  
Coalition of Geriatric Nursing Organizations  
Coalition on Human Needs  
Demos  
Direct Care Alliance  
Eldercare Workforce Alliance  
Family Values @ Work  
Gray Panthers  
Hand in Hand: The Domestic Employers Association  
International Union, United Automobile, Aerospace & Agricultural Implement Workers of  
America (UAW)  
Jobs with Justice/ American Rights at Work  
Institute for Policy Studies  
Interfaith Worker Justice  
MomsRising  
National Asian Pacific Center on Aging  
National Consumers League  
National Consumer Voice for Quality Long-Term Care  
National Council of La Raza  
National Council on Aging  
National Domestic Workers Alliance  
National Employment Law Project  
National Hispanic Council on Aging  
National Participant Network  
National Partnership for Women & Families  
National Women's Law Center  
NETWORK, A National Catholic Social Justice Lobby  
OWL-The Voice of Midlife and Older Women  
PHI - Quality Care through Quality Jobs  
Senior Service America, Inc.  
Service Employees International Union  
Wider Opportunities for Women  
Women Employed  
YWCA USA

Cc:

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