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Client Alert: U.S. Court of Appeals Sides with U.S. Department of Labor Regarding Overtime and Minimum Wage Protections for Home Care Workers

This morning the U.S. Court of Appeals for the D.C. Circuit reversed the lower court and ruled that the Department of Labor's decision to extend overtime and minimum wage protections to most home care workers is a reasonable interpretation of the law. As a result, the Department of Labor's rules give home care workers the same Fair Labor Standards Act (FLSA) protections as those who work in institutional settings.

We wanted to bring this important decision to your attention as soon as possible. In the near future we intend to address the specific changes in pay practices you will have to consider as you absorb the impact of this significant development.

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