

THE LONG TERM CARE DISCUSSION GROUP

A VOLUNTARY INDEPENDENT GROUP THAT MEETS SOLELY FOR THE PURPOSE
OF EDUCATING THE POLICY COMMUNITY ON ALL FACETS OF LONG TERM CARE

Thursday February 27, 2014
1:30 p.m. Eastern Time

Administration for Community Living (ACL)
One Massachusetts Avenue NW
Washington, DC 20004

TOPIC: The Impact of Fair Labor Standards Act
Final Rule on Long-Term Care Workers

Speaker: Michael Hancock
Wage and Hour Division
U.S. Department of Labor

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On October 1, 2013, the Department of Labor published a Final Rule extending federal minimum wage and overtime pay protections under the Fair Labor Standards Act (FLSA) to most direct care workers (i.e., home health aides, personal care aides, etc.) working in a private home. The rule will be effective on January 1, 2015. The Department is using the interim period to implement the rule in a manner that is guided by two key principles:

- Expand wage protections for most of the direct care workers who are currently exempt from protections of the FLSA.
- Implement in a manner that ensures Medicaid participants and their families continue to have access to the critical community services on which they rely.

In this session, Mr. Hancock will give a brief overview of the components of the new rule and discuss the new rule with meeting participants.

SPEAKER:

Michael Hancock is the Assistant Administrator for the U.S. Department of Labor's Wage and Hour Division. The Wage and Hour Division enforces an array of workplace protections, from minimum wage, overtime, and child labor to the Family Medical Leave Act and a number of employment-based immigration programs. He is responsible for the Office of Policy which develops a broad array of regulatory and interpretative policies as well as enforcement policies and procedures.

Please RSVP to Jenifer Allen at JAllen@univitahealth.com

Long Term Care Discussion Group Co-Chairs:

Susan Coronel, John Cutler, Hunter McKay, Karl Polzer, Jill Randolph, and Eileen J. Tell

Long Term Care Discussion Group meetings are intended as forums for candid discussion. Dialogue and comments made during these meetings should be treated as off the record.