



Protect the Overtime Exemption for Homecare Companions
Reject S.2061 – H.R.3582

In June 2007 the U.S. Supreme Court upheld a long-standing regulation which exempts home care companions from overtime payment. The Supreme Court recognized this as a unique employment situation of companion workers and the affordability it provides to consumers. The legislation, if enacted would increase the costs to seniors, lower the quality of care, and give workers less choice and flexibility.

- ✓ Continuity of care is the primary focus when delivering services to clients. Agencies would be forced to hire many different caregivers for one client, which presents additional problems when dealing with clients suffering from dementia.
- ✓ Removing the companionship exemption will drive up costs. Home care needs to remain affordable since the majority of the aging population wishes to remain independent and in their own homes.
- ✓ If the companion exemption is lost, the rates for private pay will increase, thus subsidizing the Medicaid population.
- ✓ If the legislation is passed, it will drive consumers into the independent caregiver market where there is no formal training, background checks, supervision or insurance. There would be no relief staff when the caregiver is sick or needs to take time off from work.
- ✓ Agencies provide families peace of mind by giving their caregivers proper training and are screened to ensure they fill the requirements of quality caregiving.

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