

**Every Hour Counts!**

# 2014 IHSS Budget News

**We defeated Governor Brown's attempt to ban overtime pay! Now what?**

## Frequently Asked Questions



### **What was the Governor originally proposing in his budget?**

Governor Brown's proposed budget attempted to block caregivers from working more than 40 hours per week in an effort to avoid paying us overtime pay. It also continued a 7% cut to our clients' IHSS hours.



### **What's the status of the State Budget?**

Thanks to all of our efforts since January—including thousands of phone calls and emails, several huge rallies, and lobby visits to the Governor and our lawmakers to make sure our voices were heard—the State Assembly and Senate passed a budget bill (SB 855) that funds:

1. Overtime pay for IHSS caregivers
2. Payment for travel time between clients
3. Payment for wait time at medical appointments

The Governor signed this bill into law on June 20th.

**We are still working to end the 7% cut, which could happen separately from the budget process.**



### **When would overtime and other labor protections afforded by the Fair Labor Standards Act (FLSA) go into effect?**

Right now it is scheduled to go into effect in January 2015. Unfortunately special interest groups in Washington D.C. are trying to delay our overtime pay by another year and a half, but we're fighting that, too.

**Join the action by calling your local UDW office today.**

#### **El Dorado/Placer Counties**

Office: 916-751-2450  
Toll Free: 888-228-0837

#### **Kern County**

Office: 661-321-0239  
Toll Free: 800-851-7272

#### **Merced County**

Office: 209-386-1120  
Toll Free: 866-255-7313

#### **Orange County**

Office: 714-663-1082  
Toll Free: 877-483-9937

#### **Riverside County**

Office: 951-786-1300  
Toll Free: 866-417-7300

#### **San Diego County**

Office: 619-263-7254  
Toll Free: 800-621-5016

#### **San Luis Obispo/Santa Barbara Counties**

Office: 805-349-9656  
Toll Free: 877-369-6505

#### **Stanislaus County**

Office: 209-526-5274  
Toll Free: 866-307-7271





## Who gets overtime?

Any IHSS provider who works over 40 hours in a week will be eligible for overtime pay for up to an additional 21 hours of work per week (this number increases to 26 hours per week if the 7% cut is restored). Hours exceeding this number may be granted in special circumstances and will require special authorization from a social worker.



## How much is overtime?

Overtime pay is time-and-a-half, or 1.5 times your hourly rate. For example if you make \$10/hr, your overtime hours will be paid at a rate of \$15/hr.



## How was the 61 hours per week (66 if the 7% cut is restored) calculated?

The overtime figure of 61 hours per week (66 if the 7% cut is restored) was reached by dividing the maximum number of hours an IHSS client can receive per month (263.2) and dividing by the weeks in a month (4.33). This means anyone who works over 173.2 hours per month will be paid overtime (40 hours per week x 4.33 weeks in a month). This ensures continuity of care for the greatest number of clients. Hours exceeding this number may be granted in special circumstances and will require special authorization from a social worker.



## What is “travel time” and who will be compensated for it?

IHSS caregivers who have more than one client and travel between two or more clients in one day will be paid for the time spent commuting between their clients on that day. Caregivers will be eligible for up to 7 hours of travel time per week (this does not count toward the 61/66 hour limit).



## What is “wait time” and who will be compensated for it?

IHSS caregivers are currently paid to drive our clients to and from medical appointments, but now we will also be paid for the time we spend waiting for our clients at these appointments.

## Examples of how to calculate overtime pay

### Andrea from Merced County

Cares for three clients for 260 hours per month.

#### Before overtime:

260 hours x \$9 = \$2,340 in monthly gross pay.

#### With overtime:

173.2 hours x \$9.00 = \$1,559  
86.8 hours x \$13.50 = \$1,172

Total monthly gross pay = \$2,731, an increase of \$391

### Miguel from San Diego County

Cares for his mom for 263 hours per month.

#### Before overtime:

271 hours x \$9.85 = \$2,670 in monthly gross pay.

#### With overtime:

173.2 hours x \$9.85 = \$1,706  
89.8 hours x \$14.78 = \$1,327

Total monthly gross pay = \$3,033, an increase of \$363

Still have questions about the budget and overtime pay for caregivers?  
Call our Member Communications Center today at 1-800-621-5016.