



## AB 241 Domestic Workers

Are you ready for the changes to the overtime laws in California that take place January 1<sup>st</sup>, 2014?



## CALIFORNIA Agency Ready



### AB 241 Overtime

## Overtime Requirements

### DAILY

If a caregiver works over 9 hours in a given day they are overtime eligible.

### WEEKLY

If a caregiver works more than 45 hours in a weekly period they are overtime eligible.

### PAY RATES

Rate is typically 1.5 the hourly rate. If the caregiver worked in the period at multiple rates a weighted average rate must be used when applying the overtime.



## + September 26<sup>th</sup>, 2013

Approved by Governor Jerry Brown and filed with Secretary of State Debra Bowen, the Assembly Bill No. 241 of the state of California will go into affect January 1<sup>st</sup>, 2014.



## How will ADLware help you?

We have taken big steps to not only comply with payment terms but also alert schedulers when they are scheduling overtime and include management oversight.

## ADLware Overtime Support

- ADLware automatically calculates overtime each day as well as each week. View your Company Information day/week". See also the management screens and see the [TAB] Overtime to set up your call type calculations.
- ADLware will also calculate the average rate of overtime in the case where a caregiver works for both live-in and hourly shifts amounting to more than 9 hours daily and/or 45 hours in a given week.
- NEW - ADLware will notify you if you schedule a caregiver for more than 9 hours in a given day or 45 hours in a given week. Add this in the Caregiver Information Screen under "Hours per week". See also the management screens and see the [TAB] Overtime to set up your call type calculations.
- NEW - ADLware will also calculate the average rate of overtime in the case where a caregiver works for both live-in and hourly shifts amounting to more than 9 hours daily and/or 45 hours in a given week.
- NEW - ADLware will notify you if you schedule a caregiver for more than 9 hours in a given day or 45 hours in a given week. Add this in the Caregiver Information Screen under "Hours per week". See also the management screens and see the [TAB] Overtime to set up your call type calculations.
- NEW - ADLware will also calculate the average rate of overtime in the case where a caregiver works for both live-in and hourly shifts amounting to more than 9 hours daily and/or 45 hours in a given week.
- NEW - ADLware will notify you if you schedule a caregiver for more than 9 hours in a given day or 45 hours in a given week. Add this in the Caregiver Information Screen under "Hours per week". See also the management screens and see the [TAB] Overtime to set up your call type calculations.