

December 13, 2012

President Barack Obama
The White House
1600 Pennsylvania Avenue
Washington, D.C. 20500

Dear President Obama,

One year ago, on December 15, 2011, we stood with you as you announced a plan to extend federal minimum wage and overtime protections to home care workers, as part of your "We Can't Wait" program to advance important issues stalled by Congress.

We—a diverse group of home care workers, employers, and care recipients—celebrated the news that, after decades of exclusion, home care workers would finally be covered by the same basic workplace protections enjoyed by most of America's workers.

One year later, we are still waiting. We write to ask you to move quickly to finalize the Labor Department rules that will apply the Fair Labor Standards Act to our nation's 2.5 million home care workers.

We cannot afford to wait any longer for this change.

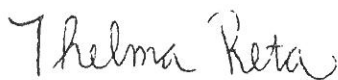
Home care remains one of our nation's fastest-growing but lowest-paid occupations. Wages have long stagnated, and since December, have even declined in some states, forcing more workers and their families who live in poverty to rely on public assistance. Workers continue to provide invaluable care for seniors and people with disabilities without fair pay or the dignity that comes from having their work be valued and respected.

Meanwhile, many home care agencies continue to benefit from the minimum wage and overtime exemption, charging consumers approximately twice the hourly rate paid to caregivers and raking in billions in profits.

One year later, home care consumers and employers are still struggling to attract and retain qualified caregivers in the face of poor working conditions and the resulting high rates of turnover—as high as 60 percent—which cost the industry billions each year in higher recruitment, training, and administrative costs. Without prompt action to improve conditions, worker shortages are likely to worsen at the same time that the demand for home care skyrockets. As the home care industry continues to rapidly grow, we need to ensure, for the sake of our economic recovery, that home care jobs are jobs that can support families.

President Obama, last December, we stood with you as you announced your "We Can't Wait" initiative because it was the right thing to do. Won't you please stand by your promise to home care workers, and carry these long-overdue minimum wage and overtime reforms across the finish line?

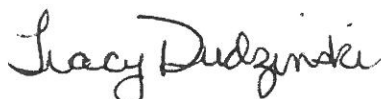
Sincerely,



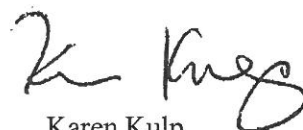
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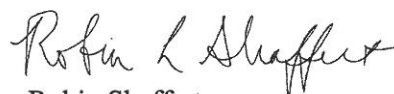
Iterra Blackshear



Tracy Dudzinski



Karen Kulp



Robin Shaffert



Sascha Bittner