

OUR WORK, OUR DIGNITY

FOR WORKERS WHO LIVE IN OR WORK 24 HOUR SHIFTS AT BOARD AND CARE HOMES OR RESIDENTIAL CARE FACILITIES FOR THE ELDERLY



Illustration: Robert Liv-Trujillo

1. Can my employer deduct sleep time from my pay?

Yes, up to 8 hours (maximum) of sleeping time can be deducted from hours worked, so long as:

- There is a reasonable verbal or written agreement between you and your employer and
- Your employer provides you with adequate sleeping facilities. If you are a live-in, you must be provided with a private room. For 24 hour shift workers, it does not have to be a private room but must provide for privacy, be comfortable and have bed and linens. The employer must provide access to bathroom and kitchen facilities; and
- You get at least five hours of uninterrupted sleep.
- *If you get up at night, the employer must pay you for the time you are awake attending to a resident.*
- *If you do not get at least 5 hours of uninterrupted sleep, you must be paid for the entire sleep period.*

This rule applies whether you live at the facility full time or work 24-hour shifts but do not live at the facility.

2. Can my employer require me to pay rent?

Yes, but there are limits on what an employer may charge you for rent if you are required to live on the premises or if the employer uses the rent as credit towards your minimum wage. You must agree to it in writing. Below are the limits on rent deduction in that case:

Effective Date	January 1, 2021		January 1, 2022		January 1, 2023
For an employer who employs:	26 or more Employees	25 or fewer Employees	26 or more Employees	25 or fewer Employees	All Employers regardless of number of Employees
LODGING					
Room occupied alone :	\$65.83 /week	\$61.13 /week	\$70.53 /week	\$65.83 /week	\$70.53/week
Room shared:	\$54.34 /week	\$50.46 /week	\$58.22 /week	\$54.34 /week	\$58.22/week
Apartment – two thirds (2/3) of the ordinary rental value, and in no event more than:	\$790.67 /month	\$734.21 /month	\$847.12 /month	\$790.67 /month	\$847.12/month
Where a couple are both employed by the employer, two thirds (2/3) of the ordinary rental value, and in no event more than:	\$1169.59 /month	\$1086.07 /month	\$1253.10 /month	\$1169.59 /month	\$1253.10/month

- If the job does not require you to live on the premises, you do not have to agree to do so.
- If your employer does provide you with housing, it must be adequate, clean, and you cannot be required to share a bed.
- An employer may NOT charge you rent if you do not use the lodging.

3. Can my employer charge me for meals?

Your employer may charge you for meals it provides. Meals provided must be adequate, well-balanced, and nutritious.

An employer may only deduct the costs of meals from your minimum wages if:

- The meals are provided during your work shift.
- You agree in writing.
- You are not charged for meals you do not eat.
- And the employer does not charge you more than the following:

Effective Date	January 1, 2021		January 1, 2022		January 1, 2023
For an employer who employs:	26 or more Employees	25 or fewer Employees	26 or more Employees	25 or fewer Employees	All Employers regardless of number of Employees
Meals	\$5.06	\$4.70	\$5.42	\$5.06	\$5.42
Breakfast					
Lunch	\$6.97	\$6.47	\$7.47	\$6.97	\$7.47
Dinner	\$9.35	\$8.68	\$10.02	\$9.35	\$10.02

**WANT TO LEARN
MORE ABOUT YOUR
RIGHTS ON THE JOB?**



Find out more about the California Domestic Workers Coalition and the organizations in your area that are working to advance the rights of domestic workers:

415-625-3124

www.cadomesticworkers.org

  @cadomesticworkers



Point your phone's camera here to scan QR code and go directly to our website

