

# OUR WORK, OUR DIGNITY

## FAQ'S FOR DOMESTIC WORKERS WHO LIVE IN THE HOME OF THEIR EMPLOYER OR WORK 24-HOUR SHIFTS



### 1. If I work a 24 hour shift, am I entitled to be paid for the full 24 hours?

Yes, if you are required to respond to the employer’s needs around the clock, prohibited from leaving the jobsite, and/or cannot leave the consumer (the adult or child you attend to) unattended or alone, then you are under the control of your employer and are entitled to be paid for the full shift.

### 2. I am a live-in employee. Am I required to be working all of the time?

You and your employer can have an agreement about when you are “on duty” and “off duty.” Generally, the law says that if you are under the control of your employer and required to respond to the consumer’s needs and are not free to leave the home, then you have to be paid for that time.

### 3. What if my employer is deducting sleep time from my pay?

Tell your employer that the law does not allow for sleep deductions, except under limited circumstances and when there is an agreement made before deductions take place. If you are required to stay on the premises and respond to the consumer’s needs, then you should be paid for all hours, including sleep time.

### 4. 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 wages. You must agree to it in writing.

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
<b>LODGING</b>					
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.

### 5. 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 wage 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
<b>Meals</b>	\$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](http://www.cadomesticworkers.org)

  @cadomesticworkers



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

