

Assisted Living Associates, LLC
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February 22, 2016

Committee on Labor and Public Employees
Testimony Regarding **HB 5260 AN ACT CONCERNING**
DOMESTIC SERVICE AND OVERTIME PAY

Dear Members of the Committee:

I am Dennis Patouhas, Vice President of the Connecticut Chapter of the Homecare Association of America and owner of Comfort Keepers of Lower Fairfield County, an employee based agency.

I am here today in SUPPORT of HB 5260 AN ACT CONCERNING DOMESTIC SERVICE AND OVERTIME PAY with the following exceptions;

Line 77 Third Party Employers

As noted within the Task Force on Domestic Workers Report dated January 13, 2016, the preponderance of abuse to domestic workers occur in the privately employed scenario. Creating this change to broaden the scope of this law to other than third party employers would further push employment underground and enable those who should be abiding by the rules governing obligations of an employer to potentially circumvent that obligation. The result would injure the worker and denying both Connecticut and the Federal Government of revenues all other employers are required to comply with. One of the compelling reasons for our choosing a business that treats the caregiver as an employee is to provide that degree of worker protection. Since the advent of employee based home care agencies, the recognition of the worker and their rights continues to be heightened. To permit this to backslide is a disservice to those who do this much needed work. We concur with supporters of the Domestic Employee Bill of Rights that seek to encourage the inclusion of labor standards consistent with other covered workers and address those areas of worker exploitation.

Line 88 Consecutive Sleep Time

The requirement of consecutive sleep time is counter to the FLSA which permits cumulative time. To do otherwise, would subject their client to be crushed with charges for as much as an added 8 hours of time at what is probably overtime to get a glass of water or an arm to steady them getting to the bathroom.

Thank you for the opportunity to testify today.

Dennis Patouhas
Owner