



Wage Parity Update **DOH Announces Total Compensation Rates**

The New York State Department of Health ([DOH](#)) recently issued a pair of letters to certified home health agencies, long term home health care providers, and managed care providers stating the wage parity minimum rate of total compensation for home care workers in New York City, and separately for those in Westchester, Nassau, and Suffolk counties. In both cases, the rate will be in effect from March 1, 2014 through February 28, 2015.

Beginning March 1, the minimum total compensation rate in [New York City](#) will be \$14.09 per hour. Total compensation includes a base rate of at least \$10.00 per hour, additional wages of up to \$1.69 per hour, and supplemental (benefit) wages of up to \$2.40 per hour. DOH's letter states that additional wages can be satisfied in a few ways, including by paying employees for hours not worked (i.e. paid vacation) or by paying employees differentials or premiums for certain shifts or assignments. Supplemental wages can be satisfied indirectly, such as by providing health insurance. Employers must still pay overtime when required by State or Federal law because it is separate from the total compensation rate.

In [Westchester, Nassau, and Suffolk](#) counties, the minimum total compensation rate will be \$10.93. This includes at least \$9.50 per hour in base pay and up to \$1.43 per hour in supplemental (benefit) wages. Again, overtime must be paid separately as it is earned.

DISCLAIMER: The information contained herein is provided by Glaser & Weiner, LLP for informational purposes only. These materials should not be considered as, or as a substitute for, legal advice and they are not intended to nor do they create an attorney-client relationship. Because the materials included here are general, they may not apply to your individual legal or factual circumstances. This document contains information that may be modified or rendered incorrect by future legislative or judicial developments. You should not take (or refrain from taking) any action based on the information you obtain from this document without first obtaining professional counsel. It is possible that under the laws, rules or regulations of certain jurisdictions, this may be construed as an advertisement or solicitation. © 2013 Glaser & Weiner, LLP. All Rights Reserved.