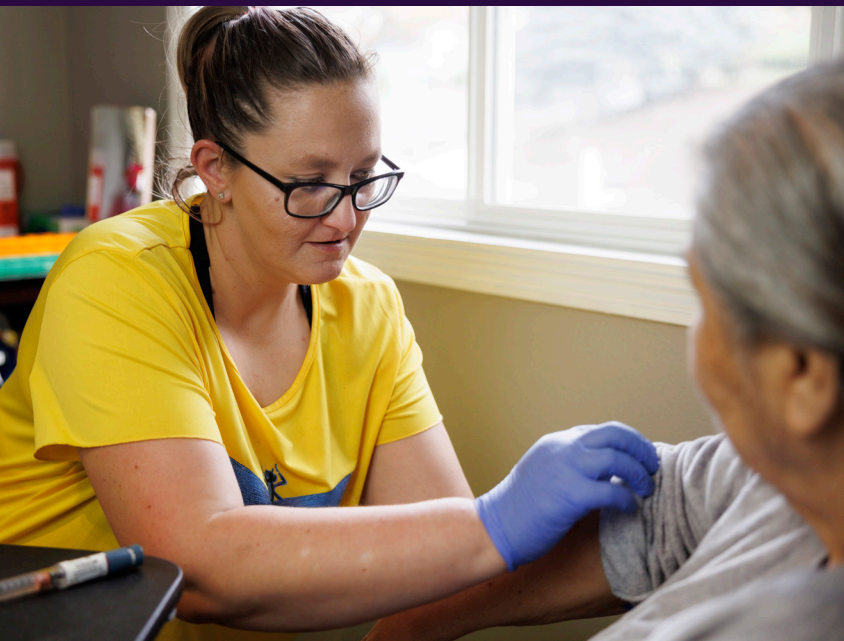




OREGON CAREGIVER WAGE PROTECTION ACT 2026 (SB 1518)

The U.S. Department of Labor's proposed rule, Application of the Fair Labor Standards Act to Domestic Service, would **strip federal minimum wage and overtime protections from millions of domestic service employees**, including home health care workers who provide essential care to seniors and individuals with disabilities. The rule would undo a decade of progress under the Fair Labor Standards Act (FLSA) and revert to outdated regulations from 1975. **Oregon must act now to protect these workers.**



PROPOSED FEDERAL RULE:

- Strips minimum wage and overtime protections from more than 3.7 million low-wage workers nationwide.
- Contradicts both Congressional intent and decades of workforce professionalization in the home care sector.
- Ignores extensive evidence of wage theft and labor violations within the industry.
- Increases costs to states and consumers while straining state labor enforcement agencies.

Under the Oregon Minimum Wage Act, domestic service employees of third-party providers (including home care agencies) are covered by state minimum wage and overtime protections unless a specific exemption applies in ORS 653.020.

Under Oregon's Domestic Workers' Protection Act, workers performing companionship services who are exempt from the provisions of the FLSA are excluded from the protections provided by Oregon law. The proposed rule would likely increase the number of workers who meet this exclusion and are no longer protected under this act.

The U.S. Department of Labor has proposed rolling back basic wage and overtime protections for homecare workers at the federal level, which could strip thousands of Oregon caregivers of rights they currently rely on. While Oregon has stronger laws on the books, those protections are at risk because they reference federal definitions that may soon change.

Oregon's 2015 Domestic Workers Protection Act was designed to extend fair wages and overtime eligibility to homecare and domestic workers. But if federal exemptions under the Fair Labor Standards Act are weakened, Oregon's laws could be unintentionally undermined. This creates real risk for workers and confusion for enforcement.

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KEEPING OREGON'S PROMISE TO WORKERS

SB 1518 ensures that we uphold Oregon's standards, regardless of what happens in Washington, D.C. It decouples state law from federal definitions under attack and guarantees that homecare and domestic workers will continue to earn at least the Oregon minimum wage and qualify for overtime after 40 hours a week (or 44 hours for live-in workers). It also provides clarity for BOLI, preventing inconsistent enforcement and protecting workers' ability to recover unpaid wages.

KEEP OUR CARE SYSTEM STRONG

Oregon has long been a national leader in supporting care workers—the people who make it possible for seniors and people with disabilities to live safely at home. Protecting fair pay is not only about worker rights; it is essential to **stabilizing and strengthening our care system**. Secure wages and overtime protections help recruit and retain the workforce Oregon needs, now and in the future.



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