



MILWAUKEE COUNTY  
DEPARTMENT OF HEALTH  
& HUMAN SERVICES  
**AGING & DISABILITIES  
SERVICES**

## Commission on Aging

**Janice Wilberg, Ph.D.**  
Chair

**Terrence Regan Moore, Sr.**  
Vice-Chair

**Brian Peters**  
Legislative Officer  
Chair, Advocacy Committee

**Amber Miller**  
At Large Executive Committee  
Co-Chair, Service Delivery  
Committee

**Gloria Miller**  
Secretary

**Cindy Van Vreede**  
Chair, Nutrition Council

**Eugene Guskowski, B.S., M.Arch**  
Chair, Senior Center Committee

**George Banda**  
Co-Chair, Service Delivery  
Committee

**Jacqueline Smith**  
Chair, Wellness Committee

**Juan Miguel-Martinez**  
County Supervisor

**Mark P. Behar, PA-C**

**Denise Callaway**

**Marni King**

**Paula Penebaker**

**Crocker Stephenson**

August 27, 2025

Daniel Navarrete  
Director, Division of Regulations, Legislation, and Interpretation  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue NW, Room S-3502  
Washington, DC 20210

*Submitted electronically via <https://www.regulations.gov>.*

Re: Regulatory Information Number (RIN) 1235-AA51, Application of the Fair Labor Standards Act to Domestic Service

Dear Director Navarrete,

On behalf of the Milwaukee County Commission on Aging, we are writing to express concern about the proposed roll back of a 2013 Department of Labor rule that provided protections to home care workers by narrowing the definition of workers who are exempt from minimum wage and overtime requirements. We believe this change would only worsen the existing care workforce crisis in Wisconsin and would lead to unnecessary and premature institutionalization for Milwaukee County residents who have the desire and right to receive services in the community.

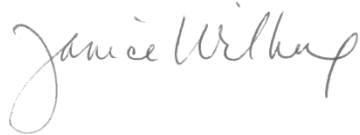
Wisconsin has a well-documented shortage of care workers. A 2022 report entitled *The Long-Term Care Workforce Crisis* notes 23,165 open caregiving positions across the state. PHI reports that annual turnover rates for home care providers typically exceeds 50 percent. Turnover and vacancies contributed to 18,482 Wisconsin residents reporting that they were denied or delayed long-term services by providers due to lack of staff. Eliminating federal minimum wage and overtime protections would make it even harder to attract and retain experienced workers, further destabilizing the care that Wisconsin residents depend on to thrive.

Moreover, home care workers are highly skilled, dedicated, and crucial to maintaining the health and well-being of those they care for. Their compensation and labor protections should reflect the importance of their role in supporting the safety and dignity of Wisconsin residents. A 2023 Survival Coalition Survey of direct care workers in Wisconsin found that 66 percent of direct care workers could not pay their rent, transportation and other routine bills and 63 percent did not have basic benefits (healthcare, paid time off, retirement, etc.). Making home care jobs family-sustaining jobs with rights, benefits, respect, and living wages is what we need to attract workers to the

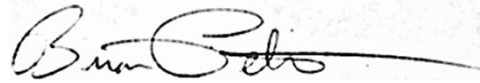
industry and to recognize the value of their work. We should be investing state and federal dollars in this workforce, not cutting back costs.

We urge the Department of Labor to withdraw the proposed rule and maintain the 2013 protections for home care workers. Doing so affirms the importance of our essential care workforce and supports the dignity and health of older adults and individuals with disabilities.

Sincerely,

A handwritten signature in cursive script that reads "Janice Wilberg".

Janice Wilberg, Ph.D.  
Chair  
Milwaukee County Commission on Aging

A handwritten signature in cursive script that reads "Brian Peters".

Brian Peters  
Legislative Advocacy Officer  
Milwaukee County Commission on Aging