# Delaware County Home Care Workers to Receive Back Pay Following Labor Laws Violations



Home care workers employed by Caring Hearts Health Care Services LLC, a company based in Delaware County, Pennsylvania, will receive back pay following a U.S. Department of Labor (DOL) investigation. The DOL found that the company violated federal labor laws by failing to pay 159 workers overtime wages and improperly recording hours worked. As a result, the company has been ordered to pay over $1 million in back wages, damages, and civil penalties.

The consent judgment specifies that Caring Hearts Health Care Services LLC will pay $956,589 in back wages and damages for violations occurring between September 13, 2020, and September 17, 2023. A civil penalty of $97,459.20 was also imposed. The amounts owed to employees range from $48 to $90,687.78.

Caring Hearts Health Care Services LLC, a family-owned business operating out of Sharon Hill, provides meal arrangement, medication management, and medical disability support to patients in Philadelphia and Delaware counties. The company has not yet commented on the judgment.

The DOL has identified similar issues in the Philadelphia region, citing non-compliance with overtime and minimum wage laws among multiple home health-care companies. This issue is partly attributed to Medicaid’s lack of additional funding for overtime pay in Pennsylvania. Recent enforcement actions in the region include a Northeast Philadelphia business ordered to pay over $1.64 million in back wages and a Willow Grove-based company required to pay $3.86 million for similar violations.