Viventium Introduces California Piece Rate Enhancements for Home Health Providers

Viventium launches California Piece Rate enhancements for home health agencies, ensuring compliance with complex wage laws and streamlining payroll operations seamlessly.

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Berkeley Heights, NJ – May 14, 2025 – Viventium, who offers an industry-leading payroll, HR, and compliance platform purpose-built for healthcare providers, is proud to announce software enhancements specific to California Piece Rate Compensation Labor Code AB 1513. Designed to support home health agencies in complying with California's complex wage laws, these enhancements improve operational efficiency and protect agencies from common mistakes that lead to penalties.

Viventium released these enhancements on the heels of an announcement from the California Labor Commissioner's Office, a division within the Department of Industrial Relations, about relaunching the *Reaching Every Californian* campaign. The statewide campaign, headlined *Wage Theft is a Crime,* aims to raise awareness of labor laws, worker rights, and how to report a violation.

Over the years, many home health agencies have adopted per visit pay structures, where clinicians are paid a set rate for each visit completed. Per visit pay has gained popularity because it allows agencies to more closely align direct labor costs to reimbursement, creating a more predictable financial model. However, per visit pay comes with additional compliance challenges. Agencies in California that pay per visit are required to follow California Piece Rate Compensation laws, which add additional labor compliance requirements.

"With the complexity of California's wage laws, and even more scrutiny from the California Labor Commissioner's Office, it's essential that home health care providers have reliable, user-friendly tools to avoid fines and penalties and ease the burden of processing payroll," said Navin Gupta, CEO of Viventium. "These enhancements are designed to provide clients with peace of mind, allowing them to focus on what matters most – delivering exceptional care."

Compensation requirements for overtime, rest periods, and non-productive time make California Piece Rate especially challenging, putting agencies at risk of fines, penalties, and lawsuits. With a growing number of home health agencies now working with Viventium, the company has added functionality to make managing California Piece Rate pay significantly easier.

Expanding on current per visit pay functionality, key enhancements for California Piece Rate pay include:

- **Detailed wage and hour tracking:** Viventium Payroll helps agencies fully comply with California's wage and hour laws, including pay for visits completed, overtime, rest breaks, non-productive time, and other requirements specific to piece rate compensation.
- **Advanced logic and automated calculations:** The software analyzes visits completed, rest breaks, productive and non-productive time, as well as other compliance requirements,including California daily overtime, FLSA weekly blended overtime, retro pay, and on-call premium pay. In addition to upholding compliance, this also reduces administrative burdens on agencies while ensuring timely and accurate payroll processing.
- **Pay transparency and custom pay stubs**: Viventium Payroll supports fair compensation with detailed, compliant pay stubs that give clinicians clear visibility into their earnings – including a breakdown of productive vs. non-productive time as well as rest pay – fostering a more satisfied and motivated workforce, leading to higher retention rates and higher quality care.
- **Fully integrated workforce management solution:** Built into Viventium's total workforce management platform, Viventium Payroll streamlines payroll processes for California agencies, eliminating the need for additional third-party tools.

"California's Piece Rate laws can be tricky. That's why we're so excited about the latest Viventium Payroll enhancements – they make it much easier for agencies to adopt piece rate pay while staying compliant. Supporting our clients with tools that simplify workforce management is incredibly important to us, and this is a big win for California agencies looking for both accuracy and peace of mind," said Malka Trump, Viventium's Senior Director of Compliance.

For more information about Viventium Payroll and California Piece Rate, visit viventium.com.

About Viventium

Viventium is healthcare's trusted ally for payroll, HR, and compliance, combining innovative solutions with deep expertise in the healthcare industry. Its purpose-built cloud-based platform is designed to tackle the complexity and compliance challenges healthcare providers face, simplifying the workday, every day. Viventium helps organizations hire and retain care staff, improve the employee experience, and drive measurable value. Serving clients in all 50 states and supporting over 500,000 healthcare employees, Viventium enables organizations to focus on what matters most: providing compassionate care. It's a new day, with Viventium.

For more information, visit viventium.com.

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