

NATIONAL DOMESTIC WORKERS ALLIANCE

Summary of the National Domestic Workers Bill of Rights

For questions contact Renuka Nagaraj, Renuka@domesticworkers.org

1 Including Domestic Workers in Common Workplace Rights and Protections

Overtime Pay

All domestic workers are currently covered by federal minimum wage and most are covered by federal overtime protections. The Bill of Rights closes the outstanding gap in federal overtime protections for live-in domestic workers who are privately paid, so that all domestic workers receive fair compensation and treatment.

Paid Sick Days

The people who care for others need to be able to care for themselves and their families. This bill ensures that domestic workers can earn at least seven days time to care for themselves and their loved ones when they are sick or need medical care.

Workplace Harassment and Discrimination

Currently, many domestic workers are excluded from harassment and discrimination protections. The bill extends civil rights protections to domestic workers.

Safety and Health

The bill makes cleaning supply safety information more transparent and provides safety and health education grants for domestic workers to community-based organizations.

Meal and Rest Breaks

Domestic workers deserve the right to take breaks like other workers. This bill provides domestic workers the right to meal and rest breaks, with consideration for the well-being of the person in care.

Protections for Live-In Workers

Requires adequate termination notices to find a new home and access to communications to help prevent workplace abuses.

Privacy

Ensures common sense privacy protections so that domestic workers may not be recorded in their private spaces or have their privacy restricted.

2 New Workplace Rights and Benefits and Addressing the Unique Challenges of Domestic Work

Written Agreements

Creates a standard written agreement to ensure that workers and employers understand the rights domestic workers have under the law, and that full terms, duties, and conditions of their employment are clear and explicit.

Fair Scheduling

Ensures pay for shifts that are scheduled and then canceled last minute, with consideration for emergencies. Provides the right to request and receive time off for personal events like caregiving, health and legal needs.

National Domestic Worker Hotline

Establishes a national hotline for domestic workers to call in cases of non-life threatening emergencies or to seek support.

Sexual Harassment Prevention and Survivor Support

Requires a study and new recommendations to improve federal supports like mental health counseling and housing assistance for survivors of workplace harassment in low-wage, vulnerable, and marginalized sectors including domestic work.

Standards Board

Establishes a Domestic Worker Standards Board to investigate standards in the industry and make recommendations to promote health, safety, and well-being for domestic workers. The Board is a mechanism for domestic workers to organize and have their voice heard at work.

Affordable Healthcare and Retirement Benefits

The bill acknowledges that domestic workers need support to have affordable health care and to save for their retirement. It requires a study of domestic worker access to benefits that will include recommendations to improve access to existing programs and create new, affordable benefit options for domestic workers.

Training and Workforce Development

Creates new domestic worker training programs, including new grants for sector-wide training programs, as well as the first national study of long-term career development and training standards for the care workforce with a focus on how to ensure that improved skills and training lead to better wages and career opportunities.

3**Ensuring that Rights are Real through Implementation and Enforcement****Know Your Rights**

Establishing new rights is only the first step. Employers and workers need to know what they are and how to implement them. The bill provides resources for education and outreach, including grants for community-based outreach and education for workers and employers.

Implementation

The bill creates and funds an Interagency Task Force on Protecting Domestic Workers' Workplace Rights, including DOL, HHS, and EEOC, to support enforcement and address barriers to implementation and enforcement. It also includes grants for worker organizations to assist workers in the enforcement of their rights. The bill also encourages the use of payment systems or other fiscal intermediaries to help improve transparency, enforcement and the accessibility of benefits for workers.

Preventing Retaliation

The Bill of Rights strengthens protections against retaliation for domestic workers who exercise their rights.

Affordability of Care

To ensure that consumers who need care have access to the services they depend on, the bill includes a funding provision to cover additional costs that Medicaid-funded consumers may face as a result of this bill.