



DOMESTIC WORKERS BILL OF RIGHTS

Domestic Workers in Washington

Housecleaners, nannies, home care workers and gardeners care for our loved ones and our homes, but they are denied basic protections like minimum wage, overtime pay, and freedom from harassment. Today, domestic workers in Washington don't have a way to collectively negotiate for better conditions and often struggle in poverty. They are disproportionately women and immigrants, and they are vulnerable and isolated in private homes.

Nine states and two cities across the country have passed legislation to protect domestic workers' rights. Now, domestic workers and the people who hire them in Washington are speaking out to win respect and professionalization.

Domestic Workers' Bill of Rights

The proposed legislation would:

- 1.** Ensure that domestic workers receive at least the state minimum wage.
- 2.** Guarantee overtime pay for more than 40 hours of work a week.
- 3.** Provide rest and meal breaks. If breaks must be missed, workers should be paid for that time.
- 4.** Prohibit employers from confiscating personal documents, such as passports.
- 5.** Prohibit harassment and discrimination.
- 6.** Require contracts and fair warning before termination.
- 7.** Help workers fight back against wage theft, harassment, and other abuse.

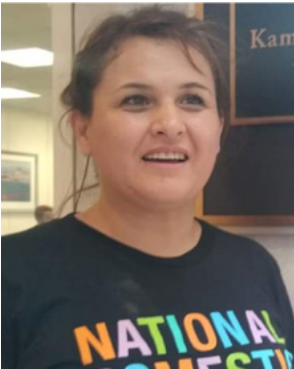


THE BILL WOULD ALSO CREATE A WORKGROUP TO:

- 1.** Protect workers injured on the job and make recommendations about the best way to extend workers' compensation to domestic workers.
- 2.** Recommend solutions to outreach, enforcement, and benefits delivery issues that are unique to domestic workers, such as working three or more jobs a week in isolated workplaces.



WORKER VOICES



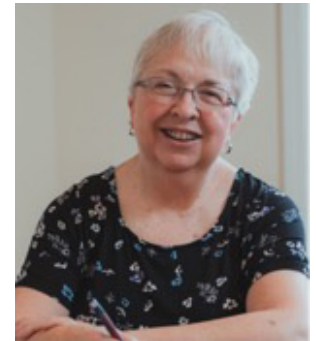
“I’ve worked as a professional housecleaner all my life. I love my job. But I’ve also experienced harassment at work several times.

Once, I was hired by a couple that seemed friendly at first, but soon began making unreasonable workload demands. Then, they stopped paying me. When the wife was on vacation, the man told me that they would only pay me if I worked naked. I was horrified! I refused and I quit to protect myself. When I asked him to pay me for the work I had already done, he threatened to call ICE on me. No one should have to go through this. We deserve protections from abuse.”

–Adrianna Cazorla, Housecleaner, Vancouver

“My family hired home healthcare workers for my mother, and we saw how hard they worked every day to make sure she was taken care of. They told us how difficult it is for caregivers to get by. Fair pay and decent treatment shouldn’t just be about luck. We need laws and systems that protect their rights.”

–Barbara de Michele, Household Employer, Issaquah City Councilmember



“I’ve worked as a nanny for the past 7 years. One agency paid minimum wage and treated us like on-call employees. Some months, I was offered so few hours at such low pay that I was unable to cover rent. I was once fired without warning and couldn’t find work for 2 months. Domestic workers’ jobs are always on the line.

I’ve never been offered health insurance or paid sick days through my job. I don’t want to infect the kids I care for, so I try not to work sick, but sometimes it’s unavoidable. I can’t afford to rest.”

–Elyssa Morley, Nanny, Olympia

“Treating domestic workers right is always smart for the economy. When parents have quality child care at home, companies improve their bottom line because they can more effectively retain those employees.”

–Emily Dills, Agency Employer, Kirkland

