



## IN BRIEF

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Domestic workers have historically been exempted from laws governing the rights afforded to other workers - decent wages, a safe and healthy workplace health, workers compensation and other labor protections. Domestic workers are among the most isolated and vulnerable workforce in the state. The unique nature of their work requires protections to prevent abuse and mistreatment from occurring behind closed doors, out of the public eye. This bill provides domestic workers with industry-specific protections to use kitchen facilities and cook their own food, and creates standards for sleep.

## THE SOLUTION

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**This bill seeks to remove the exclusion of domestic workers from all rights provided to all California workers under Wage Order 15:**

**Meal and Rest Breaks:** This bill provides domestic workers the same right that all other California workers have to a 30 minute meal break after 5 hours of work and 10 minute rest breaks after 4 hours of work.

**Overtime Pay:** This bill extends to all domestic workers the same right to overtime pay that other California workers enjoy.

**Reporting Time Pay:** This bill extends to domestic workers the same protection that other California workers have to the right to be paid if they arrive for work and their employer cancels or significantly reduces their shift.

**This bill also seeks to remove the exclusion of domestic workers from other rights provided to California workers:**

**Workers Compensation:** This bill eliminates the current requirement that domestic workers must work 52 hours and earn more than \$100 in the previous 90 days to be eligible for worker's compensation coverage. Current law excludes domestic workers from the same protections that other California workers enjoy.

**This bill also provides domestic workers with industry-specific protections and standards:**

**Uninterrupted Sleep:** This bill provides domestic workers who live-in or work 24 hour shifts the right to 8 hours of uninterrupted sleep under adequate conditions. Domestic workers often labor around the clock putting themselves and those they care for at risk of sickness and injury caused by exhaustion.

**Use of Kitchen Facilities:** This bill provides domestic workers who work for more than five hours, the right to use kitchen facilities at no charge to cook their own food, which is essential because domestic workers often come from different cultural backgrounds and eat different foods than their employers. Also, unlike most workers, domestic workers are often confined to their workplace and are unable to leave their workplace to go get food.

## **BACKGROUND**

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In California, there are around 200,000 domestic workers who serve as housekeepers, nannies, and caregivers in private homes. Domestic workers are primarily immigrant women who work in private households in order to provide for their own families as the primary income earner. The role of domestic workers is essential to California as it enables others to participate in the workforce. Without these domestic workers many Californians would be forced to forgo their own jobs to address their household needs, the result being that the well-being of many California families and the economy as a whole would suffer. However, despite the importance of their work, domestic workers have historically received wages well below the poverty line and continue to be excluded from some of the most fundamental labor protections other Californian workers enjoy.

## **SUPPORT**

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California Domestic Worker's Coalition, Sponsor

Centro Labor de Graton

Coalition for Human Immigrant Rights of Los Angeles

Filipino Advocates for Justice

Instituto de Education Popular del Sur de California

Mujeres Unidas y Activas

Pilipino Workers Center

People Organized to Win Employment Rights

San Francisco Day Labor Program

Women's Collective of La Raza Centro Legal

Access INC

AFSCME Local 3299

Alameda Labor Council, AFL-CIO

Alliance of White Anti-Racists Everywhere – Los Angeles

Alliance to End Slavery & Trafficking

American Civil Liberties Union

American Federation of Teachers, Local 2121

Asian Americans for Civil Rights & Equality

Asian Communities for Reproductive Justice

Asian Immigrant Women Advocates

Asian Pacific American Legal Center of Southern California

Asian Pacific Environmental Network

Asian Pacific Islander Equality Northern California

Asian Pacific Islander Youth Promoting Advocacy & Leadership

Berkeley-East Bay Grey Panthers

Black Alliance for Just Immigration

California Alliance for Retired Americans

California Coalition for Women Prisoners

California Commission on the Status of Women

California Communities United Institute

California Conference Board of the Amalgamated Transit Union

California Conference of Machinists

California Federation of Teachers

California Immigrant Policy Center

California Labor Federation

California Legal Rural Assistance Foundation

California National Organization for Women  
California Nurses Association  
California Official Court Reporters Association  
California Partnership to End Domestic Violence  
California State Council of the Service Employees International Union  
California Rural Legal Assistance Foundation  
California Teamsters Public Affairs Council  
Canal Alliance  
Caring Hands, Manos Carinosas  
Causa Justa: Just Cause  
Central American Resource Center  
Chinese Progressive Association  
City of Los Angeles  
City of Oakland  
Clergy and Laity United for Economic Justice of Los Angeles  
Coalition for Humane Immigrant Rights of Los Angeles  
Coalition to Abolish Slavery and Trafficking (CAST)  
Community United Against Violence  
Communities Actively Living Independent & Free  
Data Center  
East Bay Alliance For A Sustainable Economy  
Echo Park United Methodist Church  
Edward Chiera Associates  
Engineers and Scientists of California  
Enlace  
Equal Right Advocates  
Filipino Advocates for Justice  
Filipino Community Center of San Francisco  
Filipino Migrant Center  
Golden Gate University School of Law Women's Employment Rights Clinic  
Hand in Hand: The Domestic Employers Association  
Independent Living Services of Northern California  
Interfaith Coalition for Immigrant Rights  
International Longshore and Warehouse Union  
Jewish Funds for Justice  
Jewish Labor Committee Western Region  
Jobs with Justice San Francisco  
Kehilla Community Synagogue  
Labor Project for Working Families  
Labor Community Strategy Center  
Latino Policy Coalition  
Lawyers' Committee for Civil Rights of the San Francisco Bay Area  
Legal Services for Prisoners with Children  
Lil Tokyo Fraternal Workers Association  
Long Beach Coalition for Good Jobs and A Healthy Community  
Los Angeles Councilmember Jose Huizar, 14<sup>th</sup> District  
Maintenance Cooperation Trust Fund  
MECHA de Stanford  
Mexican American Legal Defense and Educational Fund  
Mission Neighborhood Health Center

National Alliance for Filipino Concerns, Northern California  
National Center for Lesbian Rights  
National Domestic Workers Alliance  
National Employment Law Project  
National Lawyers Guild Labor and Employment Committee  
National Union of Healthcare Workers  
Network in Solidarity With the People of Guatemala (NISGUA)  
Office and Professional Employees, Local 3  
Organizacion en California de Lideres Campesinas, Inc.  
Pilipino Workers Center of Southern California  
Planning for Elders  
POWER (People Organized to Win Employment Rights)  
Professional and Technical Engineers, Local 21  
Progressive Jewish Alliance  
Rock Bible Study and Action Group of Rosewood United Methodist Church  
San Francisco Board of Supervisors  
San Francisco Democratic Women in Action  
San Francisco Grey Panthers  
San Francisco Human Rights Commission  
San Francisco Labor Council  
San Francisco Living Wage Coalition  
San Francisco Youth Commission  
Senior Action Network  
Service Employees International Union, Local 1021  
Service Employees International Union, Local United Long Term Care Workers  
Service Employees International Union, United Healthcare Workers  
Silicon Valley Independent Living Center  
SIREN (Services, Immigrant Rights and Education Network)  
Stanford Labor Action Coalition  
The Women's Foundation of California  
UNITE HERE  
UNITE HERE Local 2850  
United Educators of San Francisco  
United Food and Commercial Workers – Western States Conference  
Urban Habitat  
Utility Workers Union of America, Local 132  
Union Salvadorena de Estudiantes Universitarios  
Women in Transition Re-entry Project Inc.  
Worksafe, Inc.  
9 to 5, National Association of Working Women  
Numerous Individuals

## **FOR MORE INFORMATION**

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