

MONTGOMERY COUNTY

DOMESTIC WORKERS BILL OF RIGHTS

FOR MORE INFORMATION AND ASSISTANCE

For more information, to get help, or to meet other domestic workers, contact your local NDWA affiliate:

HUMAN TRAFFICKING

If your employer is physically or sexually abusing you, holding your documents or passport, threatening you or your family members, restricting you from leaving the house or talking on the phone, depriving you of food or sleep, or otherwise using force, fraud, or coercion to keep you working, contact:

The National Human Trafficking Resource Center Hotline (24/7) at 1-888-373-7888

These are possible indicators of human trafficking, and you can be connected to help.

OTHER RESOURCES

Casa of Maryland at (301) 431-4185

Beyond Survival

www.domesticworkers.org/beyond-survival



NATIONAL DOMESTIC WORKERS ALLIANCE

BEYOND SURVIVAL

MONTGOMERY COUNTY

DOMESTIC WORKERS BILL OF RIGHTS

SOURCE:

Retrieved from Montgomery County Employment Guide for Domestic Workers: http://www.4nannytaxes.com/forms/Montgomery_County_MD_cfwbrochure_english-fullfinal.pdf

MONTGOMERY COUNTY DOMESTIC WORKERS BILL OF RIGHTS



WHO IS A DOMESTIC WORKER?

You are a domestic worker under the Domestic Worker Bill of Rights if you work in another person's home:



- Caring for children or an elderly person
- Keeping house (cleaning and cooking)
- Doing other domestic jobs in the home (gardening or repairs)

WHO IS PROTECTED?

Whether or not you have legal immigration status, you are protected by most federal and state labor laws.

- A citizen of the United States
- A legal permanent resident
- An immigrant with other lawful status (such as temporary protected status)
- An undocumented worker

《 You do not have to accept lower wages because of your immigration status. 》

IMMIGRATION-BASED THREATS

- Your employer may not retaliate against you for trying to enforce your rights.
- It is illegal for your employer to threaten to have you deported if you complain about your situation, or if you ask your employer to respect the terms of your contract

Never volunteer information about your immigration status to anyone. You have a right to remain silent and speak to a lawyer if anyone stops you and asks you for immigration papers.

THE BILL OF RIGHTS

Under the M.C. Bill of Rights you are entitled to:

- A minimum wage of \$7.25 a hour (in the state of Maryland, as of 2012)
- Payment for all hours worked
- Payment of wages in US dollars once every two weeks, or twice per month
- Overtime pay of 1.5 times your regular hourly wage for every extra hour you work over 40 hours in a week.
- Benefits
- All employers in Maryland who have one or more employees, full-time or part-time, must pay into the state workers compensation fund.
 - This insurance program pays for medical bills and lost wages if an employee is injured on the job.
- If you worked enough hours in the previous year; then you may be eligible for Unemployment Insurance if you leave your job for good cause or are fired
 - This is one law that only applies if you have lawful immigration status.
- It is reasonable for a full time employee to ask the employer to provide health insurance, paid vacation and sick leave, but these benefits are not required by law.

It is illegal for your employer to:

- Beat or hurt you in any way
- Force you to have physical or sexual contact
- Demand sex from you Coercion
- Force you to do work against your will
- Prevent you from leaving the house where you work
- Enforce immigration laws

