

# NATIONAL DOMESTIC WORKERS ALLIANCE



## **New Jersey Domestic Worker Bill of Rights (S4044/A6090)**

*S4044 is co-sponsored by Senators Codey and Weinberg and  
A6090 by Assemblyperson Timberlake*

***It is time for the New Jersey to vote in favor of the New Jersey Domestic Worker Bill of Rights, to guarantee and promote the labor rights of their essential workforce of domestic workers!***

**Summary:** The New Jersey Domestic Worker Bill of Rights, S4044, corrects the injustices of the past by striking the exclusions of domestic workers from protections under New Jersey's employment laws. It ensures domestic workers enjoy equality with all other workers and creates robust protections to ensure fair working conditions and recourse against exploitation in the workplace. States and municipalities across the country have adopted Domestic Workers Bills of Rights\*\* -- this bill demonstrates New Jersey's support for this essential workforce, primarily made of women of color, the desire to shed vestiges of slavery that have left this group outside labor law protections, and recognizes the valuable contributions of domestic work-- it is the work that makes all other work possible!

**Problem:** There are an estimated 50,000 domestic workers in New Jersey. The workers are excluded from basic rights under federal and state law including anti-discrimination and health and safety protections in the workplace. These exclusions stem from the historic racist and sexist devaluation of caregiving and household work. Domestic workers have had to fight against a culture which has made their work invisible because of its isolated nature in private households and the failure of employers to recognize domestic workers as employees entitled to the labor rights equal to all other workers. Given the enormous power differential between domestic workers and their employers, domestic workers also face unique issues that jeopardizes their dignity in the workplace and require tailored solutions to actualize improvement in their working conditions. The pandemic showed us how essential domestic work is to keep our society and economy going and exacerbated the vulnerabilities domestic workers face without legal protections.

***\*\* 10 states and 2 cities have passed Domestic Workers Bill of Rights: Oregon, California, Nevada, New Mexico, Illinois, New York, Connecticut, Massachusetts, Virginia, as well as Philadelphia and Seattle.***



***Legislators must listen to our voices and know our reality, since we are tired of being abused, mistreated, and violations of our human and civil rights.***

***Domestic Worker-  
Mirian Mijangos: Freehold, NJ***



***We are indispensable and not disposable.***

***Domestic Worker -  
Digna Osoria, Unidad Latina en  
Acción: Princeton, New Jersey***

**Solution:** The New Jersey Domestic Workers Bill of Rights (S4044) improves the rights of domestic workers by:

- Striking necessary exclusions in multiple areas of laws to put them on par with other workers in New Jersey, including guaranteeing them protections from discrimination, unsafe working conditions and retaliation for asserting their rights.
- Providing key protections that are now considered industry standards critical for the domestic workforce such as guaranteeing meal and rest breaks, a weekly day of rest, as well mandatory employment contracts that delineate information including working hours and rate of pay.
- Guaranteeing additional necessary safeguards for live-in domestic workers such as the right to privacy, right to maintain possession of personal documents, and adequate notice of termination to ensure housing security.
- Establishing a standards board to continue to evaluate the needs of domestic workers and propose effective solutions through the input of a wide spectrum of stakeholders, including representatives from employers and domestic workers themselves.
- Ensuring resources are dedicated to domestic workers to educate them about their rights in the workplace and assist them enforce their rights when violated.

***NDWA urges the New Jersey Legislature to vote in favor of S4044/A6090,  
the New Jersey Domestic Worker Bill of Rights !***

**Contact us**

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*Founded in 2007, the National Domestic Workers Alliance (NDWA) is the nation's leading voice for the approximate 2.5 million domestic workers in the United States. Domestic workers are essential to our economy and society. They are the nannies that take care of our children, the housecleaners that maintain our homes, and the care workers that allow our loved ones to live independently and with dignity.*