



New Jersey Domestic Worker Bill of Rights (S723/A822)

Additional Resources

The Senate Bill S732/Assembly Bill A822 is sponsored by Senator Richard J. Codey and Assemblywoman Britnee N. Timberlake - NJ Legislature and introduced into the New Jersey Senate on June 30, 2021. The bill is advanced by the National Domestic Workers Alliance (NDWA) and the New Jersey Domestic Worker Coalition - a coalition composed of 34 workers centers, non-profit organizations and unions who have been organizing domestic workers since 2019.***

The bill introduces protections under New Jersey Law that strike historical exclusions of domestic workers from workplace protections offered to all other workers in the state and raises industry standards critical for improving working conditions of domestic workers. NDWA has successfully fought to include these type of protections through passage of similar Domestic Worker Bill of Rights in ten states and two cities: New York (NY) 2010,¹ Hawaii (HI) 2013,² California (CA) 2013 and 2016,³ Massachusetts (MA) 2014,⁴ Connecticut (CT) 2015,⁵ Oregon (OR) 2015,⁶ Illinois (IL) 2016,⁷ and Nevada (NV) 2017,⁸ Seattle, WA, 2018,⁹ New Mexico (NM) 2019,¹⁰ Philadelphia, PA 2019¹¹ and Virginia (VA), 2020 and 2021.¹²

¹ NY (Bill NO. A01470B, S-2311-E, 2010): <https://www.labor.ny.gov/legal/domestic-workers-bill-of-rights.shtml>

² HI (SB535 HD2, 2013)-

<http://www.capitol.hawaii.gov/session2013/bills/GM1351>

³ CA (AB 241, 2013 and SB 1021, 2016):

http://www.leginfo.ca.gov/pub/15-16/bill/sen/sb_1001-1050/sb_1015_bill_20160211_introduced.html

⁴ MASS (S. 882, 2014): M.G.I. Ch 149, Section 190-91- info:

<http://www.mass.gov/ago/docs/workplace/domestic-workers/dw-notice-of-rights.pdf>

⁵ CT (SB 446, 2015): <https://www.cga.ct.gov/2015/ACT/pa/pdf/2015PA-00249-R00SB-00446-PA.pdf>

⁶ OR (SB-552A, 2015):

<https://olis.leg.state.or.us/liz/2015R1/Downloads/MeasureDocument/SB552/Enrolled>

⁷ Ill (HB 1288, 2016): <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=099-0758>

⁸ NV (SB 232, 2017): <https://www.leg.state.nv.us/App/NELIS/REL/79th2017/Bill/5125/Text>

⁹ Seattle, WA (CB 125627, 2018)

<http://seattle.legistar.com/View.ashx?M=F&ID=6451347&GUID=107050D2-BEFC-4B43-BC0D-B7AD73ADABF1>

¹⁰ NM (SB 85, 2019) <https://www.nmlegis.gov/Sessions/19%20Regular/final/SB0085.pdf>

¹¹ Philadelphia, PA (Bill No. 19060701, 2019):

<https://phila.legistar.com/LegislationDetail.aspx?ID=3991789&GUID=C8CA6F0D-9748-4074-8E3E-CABD3C840701&Options=&Search=>

¹²VA (SB 804, 2020): <https://lis.virginia.gov/cgi-bin/legp604.exe?201+ful+CHAP1147> and VA (SB 1310, 2021):

<https://lis.virginia.gov/cgi-bin/legp604.exe?ses=212&typ=bil&val=sb1310>

The **New Jersey Department of Labor & Workforce Development** currently has information as to existing rights of domestic workers and employer obligations in the state posted on its website:

<https://www.nj.gov/labor/worker-protections/myworkrights/domesticworkers.shtml>

The guide is available in multiple languages, the printable English version is available:

[https://www.nj.gov/labor/assets/PDFs/MW-583%20\(2-26\)%20NJL%20Domestic%20Worker%20Rights.pdf](https://www.nj.gov/labor/assets/PDFs/MW-583%20(2-26)%20NJL%20Domestic%20Worker%20Rights.pdf)

The Center for Women and Worker (CWW), at the School of Management and Labor Relations at Rutgers, The State University of New Jersey issued a report in September 2020 and an Issue Brief in November 2020 concerning ***Domestic Workers in New Jersey***. In the summer and fall of 2019, data was collected from 414 domestic workers focused specifically on nannies, housekeepers, and home health aides from across New Jersey using a survey in English, Spanish, and Nepali. CWW also engaged in an analysis of U.S. labor force survey data to report on overall trends in the number of domestic workers, their demographic composition, and their hourly wages.

The report details unique challenges that domestic workers experience and the policy recommendations that stemmed from the research are the basis of the New Jersey Domestic Worker Bill of Rights. The report is available:

https://smlr.rutgers.edu/sites/default/files/Documents/Centers/CWW/Publications/cww_domestic_workers_report.pdf

The issue brief is available:

<https://drive.google.com/file/d/1gWeTymcWWquv90MODRcSUX7jAKEUEcu9/view?usp=sharing>

* The **National Domestic Workers Alliance (NDWA)** is the nation's leading voice for dignity and fairness for the millions of domestic workers in the United States. Founded in 2007, the National Domestic Workers Alliance represents 2.2 million domestic workers who work as nannies, home care workers, and house cleaners in private homes, providing essential care and supportive services to our children, aging parents, and loved ones with disabilities every day. NDWA reaches and engages over 250,000 domestic workers on a regular basis through our 63 affiliate organizations in 36 cities and 17 states, our 7 state and local chapters, and our digital platforms. <https://www.domesticworkers.org/>

** The **New Jersey Domestic Worker Coalition Members** include: NDWA, New Labor, Wind of the Spirit, Unidad Latina en Acción, Adhikaar, Casa Freehold Make the Road NJ, Lazos de América, Hand in Hand, Workers United (labor union), Laundry Workers Center, Migrante NJ, New Jersey Policy Perspective, OPEIU Local 153, National Organization for Women (NOW-NJ) The Hubb-Orange, New Jersey Citizen Action, National Day Laborer Organizing Network (NDLON), CATA-Farmworkers Support Committee Democratic Socialist of America (DSA), Gabriela NJ, Anti-Poverty Network of New Jersey, University of Orange, Faith New Jersey, Jewish Labor Committee, Rutgers University-AAUP-AFT, NJ Immigrant Justice, Voices of Youth, Fuerza Pride NJ, NJ Coalition to End Domestic Violence American Friend Service Committee. LUPE Action and LUPE PAC, Latino Justice . NJ Time To Care Coalition , Central Labor Council Mercer County, Central Labor Council Middlesex-Somerset, The National Women's Law Center, 32 BJ Union, Say Her Name Newark, Centro Biblico of NJ: Casa del Alfarero,, Morristown United Methodist Church . Our Lady of Perpetual Help (Bernardsville, NJ), Presbyterian Church of Madison , Centro Comunitario CEUS-NJ, The Committee of Interns and Residents/SEIU , COSECHA-NJ , Ironbound Community Corporation , Greater Red Bank Women's Initiative, Common Defense , SOMA Action , United Steelworkers-District 4, Hudson County Central Labor Council , IFPTE Local 194, New Jersey Alliance for Immigrant Justice