



NATIONAL DOMESTIC WORKERS ALLIANCE

NEW JERSEY DOMESTIC WORKER BILL OF RIGHTS (S723/A822)

Sponsored by Senator Richard J. Codey and Assemblywoman Britnee N. Timberlake

It is time for New Jersey to support the NJ Domestic Worker Bill of Rights and guarantee the rights of our essential workforce of domestic workers!

Summary

The New Jersey Domestic Worker Bill of Rights, S723/A822, 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 are guaranteed the same rights as all other workers and creates robust protections to ensure fair working conditions and recourse against abusive and exploitative conditions in the workplace. States and municipalities across the country have adopted Domestic Workers Bills of Rights.** This bill would demonstrate New Jersey's support for this essential workforce, primarily composed of women of color, shed vestiges of slavery that have left this workforce outside basic protections, and recognize the valuable contributions of domestic work, the work that makes all other work possible!

Problem

There are an estimated 50,000 domestic workers in New Jersey. The workers continue to be 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 work has also been made invisible where workers work in isolation in private households. Given these characteristics of the industry, domestic workers also face unique issues that require tailored solutions to actualize improvement in their working conditions. The pandemic exposed how essential domestic work is to keep our society and economy running, yet also exacerbated the vulnerabilities domestic workers face without legal protections and recourse.

** 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 (S723/A822) 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 representation of employers and domestic workers.*
- *Ensuring resources to support worker and employer education about their rights in the workplace and support them to enforce those rights when violated.*

It is time for the state of New Jersey to join the growing states and vote in favor of the New Jersey Domestic Worker Bill of Rights (S723/A822)!

Contact us

Virgilio Aran
National Organizer. NDWA
virgilio@domesticworkers.org.

Founded in 2007, the National Domestic Workers Alliance (NDWA) is the nation's leading voice for the approximate 2.2 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.