



DC Domestic Workers Bill of Rights Organizational Support Letter

The undersigned organizations are proud to call on the DC Council to pass a Domestic Workers Bill of Rights.

Over 9,000 domestic workers provide essential care in Washington DC. They care for our children, aging relatives and loved ones with disabilities, and they keep our homes clean and organized. These women make the work of thousands of other people possible, yet it is some of the most invisible and undervalued work in our economy.

Domestic work in Washington DC is overwhelmingly done by women of color. 92% of domestic workers working in the District are women, 91% are people of color and 71% are immigrants. The vulnerabilities that domestic workers face due to their gender, race and immigration status are compounded by the isolated nature of domestic work in private homes.

Nannies, house cleaners, and home care workers have historically been excluded from basic labor protections. Without these protections, many domestic workers tolerate low or no pay, sexual harassment, and other exploitative workplace conditions. Even when domestic workers do have legal rights and protections, they often face systemic barriers that prevent them from exercising their rights.

Right here in Washington DC, domestic workers are the only group of workers excluded from DC's Human Rights Act. This exclusion stems from the legacy of slavery and antiquated ideas about race, gender, and the women of color who have historically performed domestic work. The exclusion from DC's Human Rights Act is a reflection of federal law that became part of DC's law and was never changed. It is long past time to end this racist exclusion.

A Domestic Workers Bill of Rights in Washington DC would include domestic workers in protections against employment discrimination and in DC's local occupational health and safety law. It would require written agreements between domestic workers and those that hire them, to ensure workers know their rights and employers are aware of their responsibilities, and it would establish an outreach and education program in partnership with community based organizations to provide education and training on labor standards in the industry.

Care jobs are on track to be the fastest growing workforce in the United States as more and more people continue to age. This bill is an important step toward shining a light on one of the

most critical workforces in our country and preparing ourselves for the future of work. The DC Domestic Workers Bill of Rights would help ensure that every nanny, housecleaner and home care worker in the District can work in safety and with dignity.

Together, we can achieve a vision for domestic workers that will fundamentally change the way we value the work of women, especially women of color. That is why we are rallying together to support the DC Domestic Workers Bill of Rights that sets a vision for our shared future where we value and respect all working people, regardless of what they do or where they work. Change starts in our homes.

Sincerely,

1199SEIU United Healthcare Workers East MD/DC
32BJ SEIU
Amara Legal Center
Ayuda
A Better Balance
Beloved Community Incubator
Bread of Life Church
CARECEN
Carpenters Local 197
Cathedral of Saint Matthew the Apostle
Catholic Labor Network
Central American Resource Center - CARECEN
Claudia Jones School for Political Education
DC Action
DC Alliance Against Racist and Political Repression
DC Chapter of the National Domestic Workers Alliance
DC Fiscal Policy Institute
DC for Democracy
DC Jobs With Justice
DC NOW
First Shift Justice Project
Freedom Network USA
Hand in Hand: the Domestic Employers Network
Iona Senior Services
Jews United for Justice
Kalmanovitz Initiative for Labor & the Working Poor, Georgetown University
Legal Aid Society of the District of Columbia
LiUNA Local 11
Mariana Strategies LLC
Mary's Center
Metro DC Democratic Socialists of America
Metropolitan DC CLUW Chapter

Metropolitan Washington Employment Lawyers' Association
National Lawyers Guild, DC Chapter
National Partnership for Women & Families
National Women's Law Center
Polaris
Positive Force DC
Restaurant Opportunities Center of DC
The Family Place
The Festival Center
The Platform of Hope
Trabajadores Unidos de Washington DC
UNITE HERE Local 25
United We Dream DMV
Washington National Cathedral Sanctuary Ministry
Washington Lawyers' Committee for Civil Rights and Urban Affairs
We Are Family Senior Outreach Network
Workplace Fairness