



Guide: How to be a Fair Employer

In the new Netflix limited series, MAID, inspired by Stephanie Land's memoir, *Maid: Hard Work, Low Pay, and a Mother's Will to Survive*, we see an example of a complex dynamic between a worker and an employer through the characters of Alex and Regina. Despite their rocky start, their dynamic grew into a well executed example of a positive employer relationship – an employer who values their house cleaner, treats their work as real work, and recognizes their full humanity.

Do you employ a house cleaner, nanny, or home care attendant and want to be sure that you are a fair employer?

Following these three principles will help make your home a fair and equitable workplace.

1. **Pay a Fair Wage.** A fair wage ensures that the worker in your home is able to sustain themselves and their families. When deciding the wage, think generously and consider [the cost of living](#) in your area, as well as any transportation time. Be sure to pay overtime (1.5x the hourly rate) after 40 hours/wk. Provide annual cost of living raises and consider a holiday bonus. Be sure to reimburse for any expenses the worker pays out of pocket.
2. **Provide Paid Time Off.** Paid time off ensures that those who care for us, can take the time they need to attend to themselves, their own homes and families. **Paid time off includes sick time, vacation, paid holidays and paid family and medical leave.**
3. **Establish Clear Expectations and Respectful Communication.** Creating a written work agreement, scheduling regular check-ins and paying attention to the details are the foundations of establishing clear and respectful communication with the person working in your home. See sample [childcare](#), [nanny share](#), [house cleaner](#) and [home care attendant](#) written agreements.

Commit to being a Fair Employer!

[Sign the Fair Care pledge today!](#)

About Hand in Hand: *The Domestic Employers Network supports employers of nannies, house cleaners, home care workers, and attendants to make their homes fair workplaces. Hand in Hand organizes employers to support campaigns that bring rights and benefits to domestic workers, as well as to win public investment in care for families, people with disabilities and older adults.*