Domestic workers keep the Massachusetts economy going by making other work possible. Nannies, caregivers, and housekeepers in the state ensure the health and prosperity of Massachusetts families and free others to participate in the workforce. But because there are few state and federal guidelines and no industry standards, domestic workers are extremely vulnerable to exploitation and abuse.

THE PROBLEM:
- Historic exclusion from basic state and federal labor rights
- Long hours, low pay, and no benefits
- Vulnerability to abuse and mistreatment and isolation from the workforce
- A workplace without protections against unsafe working conditions, discrimination, and sexual harassment

Domestic workers have been viewed as outside of the traditional workforce, largely because most domestic workers are women, often immigrants, doing the work historically done by housewives and servants. Due to the nature of domestic work, they are isolated from the rest of the workforce and subjected to round-the-clock physically demanding labor, with little or no separation between work and personal time. Due to the lack of state and federal regulation, domestic workers are often taken advantage of by their employers and are in dire need of protection.

THE SOLUTION: THE DOMESTIC WORKERS’ BILL OF RIGHTS!

- For Workers: Establishes labor standards that protect domestic workers’ basic workplace rights, including, clarity on what constitutes working time, and freedom from discrimination, sexual harassment, the abuses of trafficking and from retaliation for asserting wage violations.

- For Employers: Ensures that employers receive the highest quality of care for their families and homes by affording domestic workers dignity and respect. Reduces turnover by providing greater stability for workers, and improves the health and safety of employers and their families by protecting domestic workers’ health.

- For the Commonwealth: Provides domestic workers with safe and dignified work environments and employers with clear guidelines on their responsibilities that will bring domestic workers out of the shadows. Protecting domestic workers also protects the safety of our communities, ensures the health and well-being of the families of domestic workers, and strengthens the state economy by freeing up more individuals to participate in the paid workforce.

The Domestic Workers’ Bill of Rights amends Massachusetts state law to guarantee basic work standards and protections: 24 hours off per 7-day calendar week; 48 hours off per month; parental leave; protection from discrimination, sexual harassment, illegal charges for food and lodging, eviction without notice of termination and retaliation for asserting wage violations; and a means of enforcing these standards. Domestic employers under the bill do not include state regulated staffing or placement agencies or the employers of those who work as casual babysitters.
The Domestic Workers’ Bill of Rights has been co-sponsored by over eighty legislators and has received endorsements from:

**Employer Organizations**
- Boston Center for Independent Living
- Boston Nanny Center, Inc.
- Independent Living Center of the North Shore and Cape Ann
- Metrowest Center for Independent Living
- Multi-Cultural Independent Living Center of Boston

**Civil Rights Organizations**
- American Civil Liberties Union, MA
- Jewish Alliance for Law and Social Action
- Lawyers Committee for Civil Rights

**Faith Groups**
- Boston New Sanctuary Movement
- Interfaith Worker Justice
- Jewish Labor Committee
- Labor Guild of the Boston Archdiocese
- Massachusetts Communities Action Network
- The Workmen’s Circle, Boston

**Legal Organizations**
- Community Legal Aid
- Disability Law Center
- Greater Boston Legal Services
- Justice at Work
- Massachusetts Bar Association
- MA Employment Lawyers Association (MELA)
- MA Employment Rights Coalition (ERC)
- Massachusetts Law Reform Institute
- National Employment Law Project
- National Lawyers Guild, MA Chapter
- The Southeast Asian Bar Association
- Women’s Bar Association

**Affinity & Community Organizations**
- Centro Comunitario de Trabajadores
- Centro Presente
- Chelsea Collaborative
- Chinese Progressive Association
- Eastern MA Older Women’s League
- Gay and Lesbian Labor Activists Network
- Irish International Immigrant Center
- Lawrence Community Connections
- MA Association for Portuguese Speakers
- MA Commission on the Status of Women
- MassCOSH
- Merrimack Valley Project
- MetroWest Immigrant Worker Center

**Academic Groups**
- Boston University Latin American Law Students Association
- Harvard Immigration Project
- Harvard Labor Employment Action Project
- Harvard Student Labor Action Movement

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