



THE DOMESTIC WORKERS BILL OF RIGHTS

Chapter 148 of the Acts of 2014

Lead House Sponsor
Rep. Michael J. Moran
H.4026, 4029, S. 2132 passed
Enacted June 19, 2014

Lead Senate Sponsor
Sen. Anthony W. Petrucci
S.# 2132 passed 39:0
Signed into law June 26, 2014

MA Coalition for Domestic Workers (MCDW)
Brazilian Immigrant Center, Dominican Development Center, MataHari: Eye of the Day, Vida Verde Co-op/Brazilian Women's Group, Women's Institute for Leadership Development

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.

Massachusetts Coalition for Domestic Workers (MCDW) – primary contacts:

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The Domestic Workers' Bill of Rights has been co-sponsored by over eighty legislators and has received endorsements from:

Mayor Martin Walsh and Boston & Somerville City Councils

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

Labor

American Federation of Teachers of MA
Berkshire Central Labor Council
Central MA Labor Council
Greater Boston Central Labor Council
Greater Southeastern Central Labor Council
Hampshire/Franklin Labor Council
IBEW Local 103
Insulators & Asbestos Workers Local 6
International Union of Painters and Allied Trades 35
Ironworkers Local 7
Massachusetts AFL-CIO
Massachusetts Building Trades Council
Merrimack Valley Central Labor Council
National Domestic Workers Alliance
Norfolk Central Labor Council
Northshore Labor Council
Pioneer Valley AFL-CIO
Plymouth-Bristol CLC
SEIU Local 32BJ (MA)
SEIU Local 615 (MA)
SEIU Local 1199 (MA)
SEIU Local 888 (MA)
UAW Mass CAP Council
UAW Region 9A
UAW 2320
UFCW 328
UFCW 1445
UNITE HERE New England Joint Board
UNITE HERE Local 26

Coalitions

Caring Across Generations
Community-Labor United
Immigrant Worker Center Collaborative
Jobs with Justice, Massachusetts
The Massachusetts Immigrant and Refugee Advocacy Coalition
The National Alliance of Latin American and Caribbean Communities

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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