



## 2020 AGO & GOV JOINT AGENCY REQUEST LEGISLATION Domestic Worker Bill of Rights

### Problem:

Washington state's laws currently fail to take care of those who take care of our most precious resources, our homes and families, by excluding domestic workers from many key protections afforded to other workers. For example, domestic workers in Washington are not legally entitled to meal and rest breaks. Most domestic workers have no recourse against sexual harassment other than to quit their job. Moreover, Washington's law does not provide live-in domestic workers with minimum wage or overtime protections.

### Solution: [SB 6247](#) / [HB 2511](#)

Legislation provides domestic workers with protections afforded to other workers, including, but not limited to:

- Minimum wage standards;
- Overtime pay;
- Adequate meal and rest breaks;
- The right to retain personal effects and important documents;
- Notice of termination
- Recourse for wage theft violations;
- Protection against retaliation, sexual harassment and discrimination.

The Legislation also establishes a task force that will look at processes for the implementation of other benefits, such as paid time off and sick leave, safety standards, and plans for effective outreach and education.

### Around the US:

Nine states<sup>2</sup> and two municipalities<sup>3</sup>, including Seattle, have laws extending labor protections to domestic workers. The laws are largely consistent in ensuring that domestic workers have the right to minimum wage, the right to overtime pay, meal and rest breaks, and freedom from discrimination and sexual harassment.

### Who are domestic workers?

According to the Bureau of Labor Statistics, Washington has at least **100,000 domestic workers**. Domestic service means any services related to the care of persons in private homes or the maintenance of private homes or their premises, including:

- Caring for a child;
- Serving as a companion or caretaker for an individual who is sick, elderly or an individual with a disability,
- Providing house cleaning services,
- Preparing food, or
- Gardening.

Most domestic workers are immigrant women and are not always fluent in English or knowledgeable about how to find out what rights apply to them, which makes them particularly vulnerable to exploitation and abuse.

### Human trafficking risk:

Lack of protections for domestic workers makes them particularly susceptible to human trafficking. A joint report by Polaris and the National Domestic Workers Alliance shows that, over a decade, domestic workers were involved in almost **23 percent of all labor trafficking cases**.

### Key Support:

- Casa Latina
- UFCW 21
- Washington State Labor Council
- National Domestic Workers Alliance
- Working Washington
- Fair Work Center
- Nanny Collective
- One America
- SEIU 775
- Hand in Hand
- Legal Voice
- Latino Civic Alliance
- Asian Counseling and Referral Service
- MomsRising

### Prime Sponsors:

Sen. Saldaña: D

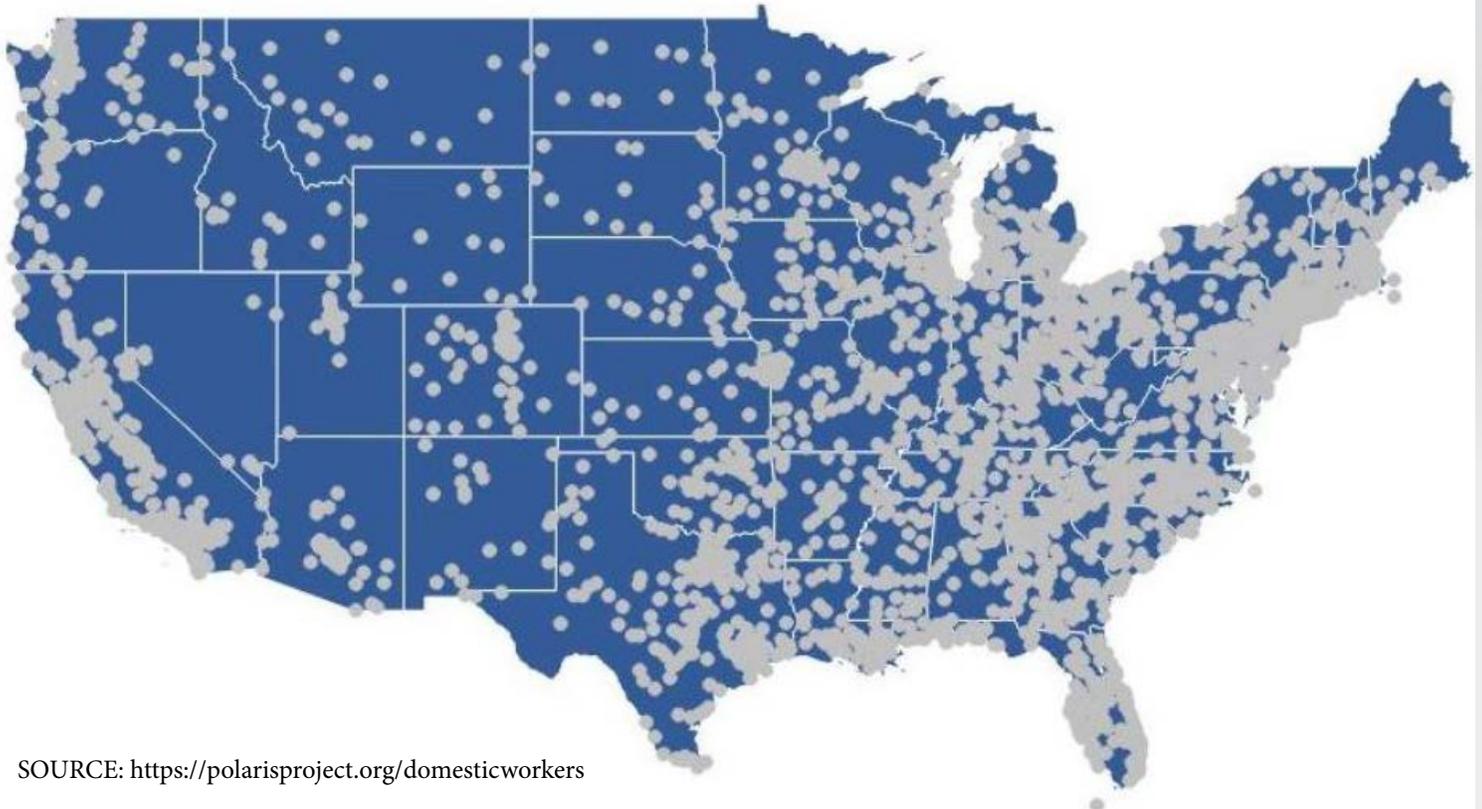
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1. Data from the Domestic Workers Alliance
2. Oregon, Illinois, New York, California, Nevada, Connecticut, Massachusetts, Hawaii, and New Mexico.
3. Seattle and Philadelphia



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**Potential human trafficking cases involving domestic workers:**



SOURCE: <https://polarisproject.org/domesticworkers>