



**Connecticut Domestic Worker's Bill of Rights**  
**All workers deserve protection under labor laws**  
**Bridgeport, CT Brazilian Immigrant Center & Partners**

**PLEASE SUPPORT SENATE BILL 446 –  
AAC THE DEFINITION OF THE TERM “DOMESTIC WORKER”**

**Labor & Public Employees Committee**  
**Public Hearing: February 17, 2015**

A domestic worker is a person who works within their employer's household. Domestic workers perform a variety of household services for an individual or a family, from providing care for children and elderly dependents to cleaning and household maintenance, known as housekeeping.

**GENERAL FACTS:** There are over 52 million Care workers in the world, 2.5 million in the United States, and over 42,000 in the State of Connecticut. This is the profession that makes all other work possible! Domestic workers have historically been viewed as outside the traditional workforce, largely because most are women, often immigrants, doing the work most often done by housewives and servants at home. 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, often with little or no clear separation between work and personal time.

**THE PROBLEM:** This is an unregulated industry that was intentionally excluded from coverage by federal labor laws, including the Fair Labor Standards Act, National Labor Relations Act, Family Medical Leave Act, and the Occupational Safety and Health Act. Yet, it is still a “real job” and often a hard one demanding professionalism and dedication for care workers who do it. They are among the most vulnerable to abuse and mistreatment of all workers, since their workplaces typically are not subject to any laws regulating job safety, wage and hour standards, or protections against discrimination, including sexual harassment.

**THE SOLUTION: A Connecticut Domestic Workers' Bill of Rights!**

\* **For Workers:** Establishes labor standards that protect domestic workers' basic workplace rights, including safe and healthy working conditions, meal and rest breaks, unemployment benefits, sick time to care for themselves and their families, and freedom from discrimination and sexual harassment.

\* **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 Connecticut:** 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 wellbeing of the families of domestic workers, and strengthens the state economy by freeing up more individuals to participate in the paid workforce.

**POTENTIAL PROVISIONS FOR SENATE BILL 446:** □ We Support the amendment of CT state labor law to guarantee basic work standards and protections: 24 hours off per 7-day calendar week; meal and rest breaks; limited vacation and sick days; parental leave; protection from discrimination, sexual harassment, illegal charges for food and lodging, and eviction without notice; unemployment benefits; notice of termination; and a means of enforcing these standards. Domestic employers would not include state licensed or registered employment or staffing agencies, or the employers of those who work as casual babysitters.

**VICTORIES & PROGRESS:** New York enacted a Domestic Worker Bill of Rights in 2010; Hawaii passed theirs in June 2013; California's passed in September 2013, and Massachusetts' domestic worker bill of rights was passed and signed into law in June 2014.

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