

August 19, 2022

The Honorable Nancy Pelosi
Speaker of the House
U.S House of Representatives
H-232, the Capitol
Washington, D.C. 20515

The Honorable Bobby Scott
Chairman
U.S. House Committee on Education and Labor
2176 Rayburn House Office Building
Washington, D.C. 20515

Dear Speaker Pelosi and Chairman Scott,

The undersigned local, state and national organizations urge you to further advance the Domestic Workers Bill of Rights (H.R. 4826), including by holding a mark-up in the Education and Labor Committee and scheduling a vote in the House of Representatives. H.R. 4826 is led by Congresswoman Pramila Jayapal (WA-07) in the House with an identical Senate companion (S.2569) led by Senator Kirsten Gillibrand (NY) and Senator Ben Ray Luján (NM). H.R. 4826 has garnered 135 cosponsors in the House, since its original introduction in the 116th Congress.

First, we would like to thank the House for holding a hearing on H.R. 4826 in the Education and Labor Committee's Workforce Protections Subcommittee on July 28, 2022, as well for holding the subcommittee hearing entitled "From Excluded to Essential: Tracing the Racist Exclusion of Farmworkers, Domestic Workers, and Tipped Workers from the Fair Labor Standards Act" on May 3, 2021. Both hearings brought to light the long-standing systemic racial and gender discrimination — which has been enshrined in law — regarding work done inside the home, such as cooking, cleaning, child care and elder care.

During the New Deal era, Congress excluded domestic workers, a workforce largely made up of Black workers at the time, from core workplace protections, such as the Fair Labor Standards Act (FLSA) and the National Labor Relations Act. Domestic workers remained entirely excluded from the FLSA until 1974, and continue to be excluded from other federal workplace laws, including the Occupational Safety and Health Act, Title VII of the Civil Rights Act of 1964 and the Family and Medical Leave Act.

Today, both this legacy and ongoing legal exclusions continue to shape the lives of domestic workers. Domestic workers are paid low wages, have few employer-provided benefits, and lack common workplace protections that are enjoyed by other workers in our economy. Given that the nature of domestic work is intimate and isolated, many workers are subject to sexual assault and harassment, and physical and verbal abuse. Low wages and poor job quality, in turn, impact their ability to take care of their families. Many domestic workers are the primary breadwinners for their households, yet are unable to afford the very care services they provide for other families.

The Domestic Workers Bill of Rights is critically needed to ensure that the estimated 2.2 million domestic workers — who are overwhelmingly women and women of color — have strong protections, dignity and respect in the workplace to achieve economic security. This legislation will help this underpaid and undervalued workforce by reversing the historical and racist wrongs that systematically wrote domestic workers out of most workplace protections and by rewriting the outdated and unjust cultural norms that define work in the home as “help,” or less than real work.

H.R. 4826 ends the remaining exclusions from overtime protections, ensuring domestic workers who are privately paid and live in their employers homes receive fair compensation and treatment. Furthermore, this bill will improve workplace protections — including ensuring that domestic workers have paid sick leave to take care of themselves or family members who are ill. It will also strengthen workplace harassment and discrimination protections and safety and health measures.

We urge you to take swift action on the Domestic Workers Bill of Rights, including holding a mark-up and a vote. We look forward to working with you to uplift low-income working families and to make our economy more inclusive and equitable.

Sincerely,

National Organizations

1. 9to5
2. Adasina Social Capital
3. The Advocates for Human Rights
4. African American Ministers In Action
5. Alianza Americas
6. All Our Kin
7. American Civil Liberties Union (ACLU)
8. American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)
9. American Federation of State, County & Municipal Employees (AFSCME)
10. American Federation of Teachers (AFT)
11. The Arc
12. Asian Pacific American Labor Alliance, AFL-CIO
13. Autistic Self Advocacy Network
14. Battle Born Progress
15. Be A Hero
16. A Better Balance
17. Care in Action
18. Caring Across Generations
19. Catholic Labor Network
20. Center for Economic and Policy Research (CEPR)
21. Center on Education & Labor at New America (CELNA)
22. Center for Gender & Refugee Studies

23. Center for Law and Social Policy (CLASP)
24. Center for Medicare Advocacy
25. Center for Progressive Reform
26. Community Change Action
27. Congregation of Our Lady of Charity of the Good Shepherd, U.S. Provinces
28. Congregation of Sisters of St. Agnes
29. Cornell Law School Labor Law Clinic
30. Daily Kos
31. Disciples Refugee & Immigration Ministries
32. Dominicanos USA
33. Economic Policy Institute (EPI)
34. Economic Security Project
35. Equal Rights Advocates
36. Family Values @ Work
37. FV@W Action
38. Franciscan Action Network
39. Freedom Network USA
40. Global Labor Justice - International Labor Rights Forum
41. Grassroots Global Justice Alliance
42. Hand in Hand: The Domestic Employers Network
43. Hispanic Federation
44. Institute for Women's Policy Research
45. Jobs With Justice
46. Just Futures Law
47. Justice for Migrant Women
48. Justice in Aging
49. Justice in Motion
50. Labor Council for Latin American Advancement (NCLAA)
51. League of United Latin American Citizens (LULAC)
52. Legal Aid at Work
53. Liberation in a Generation
54. Little Lobbyists
55. MANA, A National Latina Organization
56. me too. International
57. Mi Familia Vota
58. Migration that Works
59. MomsRising
60. MoveOn
61. National Advocacy Center of the Sisters of the Good Shepherd
62. National Association of Social Workers (NASW)
63. National Black Worker Center
64. National Center for Law and Economic Justice (NCLEJ)
65. National Council of Jewish Women (NCJW)
66. National Council for Occupational Safety and Health
67. National Day Laborer Organizing Network (NDLON)
68. National Domestic Workers Alliance (NDWA)

69. National Domestic Workers Alliance Labs
70. National Employment Law Project (NELP)
71. National Employment Lawyers Association (NELA)
72. National Health Law Program
73. National Immigration Law Center (NILC)
74. National Immigration Project of the National Lawyers Guild
75. National Network for Arab American Communities (NNAAC)
76. National Organization for Women (NOW)
77. National Partnership for New Americans
78. National Partnership for Women & Families
79. National Women's Law Center (NWLC)
80. NETWORK Lobby for Catholic Social Justice
81. Oxfam America
82. Partners for Dignity and Rights
83. People's Action
84. PHI
85. Polaris
86. PolicyLink
87. Presente.org
88. Safe Horizon Inc.
89. Seeding Change
90. Service Employees International Union (SEIU)
91. Seventh Generation Interfaith Coalition for Responsible Investment
92. Shriver Center on Poverty Law
93. Showing Up for Racial Justice
94. Sisters of Mercy of the Americas
95. Sisters of the Precious Blood
96. Somos Votantes
97. Southern Workers Assembly
98. Sugar Law Center for Economic & Social Justice
99. Supermajority
100. Trillium Asset Management
101. Unemployed Workers United
102. United for Respect
103. United We Dream
104. Voz Workers Rights Education Project
105. Way to Win
106. Women's March
107. The Workers Lab
108. YWCA USA

State and Local organizations

109. Action St. Louis
110. Adhikaar
111. AFSCME Local 4041

112. ALA Garifuna Women
113. Alliance of Filipinos for Immigrant Rights and Empowerment (AFIRE) Chicago
114. ALMAS, the Alianza de Mujeres Activas y Solidarias, Graton Day Labor Center
115. Arizona Dream Act Coalition
116. Arizona Jobs with Justice and IATSE 336 member
117. Arriba Las Vegas Worker Center
118. AYUDA Inc.
119. Battle Born Progress - Nevada
120. Black and Brown United in Action
121. Border Workers United
122. Brazilian Women's Group
123. Carroll Gardens Association (CGA)
124. Catholic Migration Services
125. Casa Freehold
126. Casa Latina
127. Center for Civic Policy
128. El Centro Cultural de México
129. El Centro Cultural Nuestras Manos
130. Centro de los Derechos del Migrante, Inc.
131. Centro Humanitario Para Los Trabajadores
132. El Centro de Igualdad y Derechos
133. Centro de Trabajadores Unidos en Lucha (CTUL)
134. Center for Worker Justice of Eastern Iowa
135. Chicago Foundation for Women
136. Chicago Jobs with Justice
137. Coalition for Humane Immigrant Rights (CHIRLA)
138. Coalition of Residents and Immigrants in Solidarity (CRISOL)
139. La Colectiva de Mujeres
140. Community Resource Center
141. Colorado Fiscal Institute
142. Comunidades Sin Fronteras CSF-CT INC
143. Congress of Connecticut Community Colleges, SEIU 1973(4Cs)
144. CT Alliance for Retired Americans
145. Connecticut Shoreline Indivisible
146. Connecticut State University American Association of University Professors
147. Connecticut Voices for Children
148. Connecticut Women's Education and Legal Fund (CWEALF)
149. Connecticut Worker Center
150. CUNYGraduate Center, Professional Staff Congress - AFT 2334
151. Damayan Migrant Workers Association
152. DC Jobs With Justice
153. Detroit Disability Power
154. Disability Network Southwest Michigan
155. Dolores Street Community Services
156. Domesticas Unidas
157. Dominican Development Center, Inc.

158. Dorothy Day Catholic Worker
159. Dreamers Mothers In Action (DMIA)
160. eQuality HomeCare Coop
161. Fair Work Center
162. Filipino Advocates for Justice (FAJ)
163. Florida Immigrant Coalition
164. Florida Policy Institute
165. Fuerza Migrante
166. Georgia Budget and Policy Institute
167. Grassroots Collaborative
168. Healthcare Rising Arizona
169. Hedgehog Consulting, LLC
170. Highlander Research & Education Center
171. Houston Immigration Legal Services Collaborative
172. IATSE 415
173. Immigrant Legal Advocacy Project
174. Inland Coalition for Immigrant Justice
175. Institute of Popular Education of Southern California (IDEPSCA)
176. Jobs with Justice of East Tennessee
177. Justice at Work Pennsylvania
178. Latino Union Of Chicago
179. Lazos America Unida
180. Long Beach Alliance for Clean Energy
181. Make The Road CT
182. Make The Road Nevada
183. Make It Work Nevada
184. Maryland Center on Economic Policy
185. Matahari Women Workers' Center
186. Metrowest Worker Center - Casa
187. Miami Workers Center
188. Mi Familia Vota Nevada
189. MISMA(Mujeres Inspiradas en Sueños, Metas, y Acciones) in Austin, Texas
190. Mujeres Unidas y Activas
191. Naugatuck Valley Project
192. Native Voters Alliance Nevada
193. New Haven Rising (NHR)
194. New Labor
195. New Mexico Caregivers in Action
196. New Mexico Caregivers Coalition
197. New Mexico Center on Law and Poverty
198. New Mexico Voices for Children
199. New Orleans Workers Center for Racial Justice
200. New York Immigration Coalition
201. Northeast Ohio Worker Center
202. North Carolina Justice Center
203. Oakland Rising

204. OLÉ
205. Philadelphia Jobs with Justice
206. La Plaza de Encuentro Gathering Place
207. Pilipino Workers Center (PWC)
208. Pomona Economic Opportunity Center
209. Public Justice Center
210. Puente Human Rights
211. Recovery for All CT
212. Rian Immigrant Center
213. Salt of the Earth Labor College
214. San Francisco Living Wage Coalition
215. San Francisco Rising
216. Seattle Domestic Workers Coalition, and University of Washington
217. SEIU 2015
218. SEIU Connecticut State Council
219. SEIU District 1199 New England
220. SEIU Local 925
221. Senior Life Source
222. Shine Bright Vision Service
223. Sisters of St. Dominic of Blauvelt, New York
224. Sisters of St. Francis of Philadelphia
225. Social Action Council of the Unitarian Universalist Congregation of Danbury
226. The Southern California Coalition for Occupational Health & Safety
227. South Florida Labor Council for Latin American Advancement (SF-LCLAA)
228. Step Up Louisiana
229. Towards Justice
230. TUCW(The Unitarian Church in Westport) Immigration and Refugee Committee
231. Tulane Immigrant Rights Clinic
232. United Action Connecticut (UACT)
233. Unidad Latina en Acción Connecticut
234. Unitarian Universalist Society: East
235. Unity Housecleaners, LLC
236. Universal Health Care Foundation of Connecticut
237. University of Texas
238. Voz Workers' Rights Education Project
239. WeCount!
240. Western Connecticut Area Labor Federation, AFL-CIO
241. Wind of the Spirit Immigrant Resource Center
242. Women Employed
243. Women's International League for Peace and Freedom - Tucson AZ
244. Women Working Together USA
245. Workplace Justice Project at the Loyola College of Law
246. Workplace Project