

1 [RESOLUTION IN SUPPORT OF HEALTH AND SAFETY FOR DOMESTIC WORKERS]

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3 **Resolution supporting Senate Bill 686 (Durazo) to ensure access to safe workplaces**
4 **for domestic workers. This legislation would establish state guidelines to ensure the**
5 **safety of thousands of workers across California where they can perform their duties**
6 **with dignity and respect.**

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8 WHEREAS, In 2013, California enacted its first Domestic Worker Bill of Rights,
9 extending overtime pay rights to domestic workers under California Wage Order No.15 and
10 other benefits essential to the safety of domestic workers; and

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12 WHEREAS, Over 300,000 California workers, primarily immigrants and women of
13 color, were employed in domestic work for about 2 million households, according to a 2020
14 UCLA Labor Center report; and

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16 WHEREAS, Domestic workers are majority immigrant women who typically work in
17 isolation in private homes for very low wages and are often the primary breadwinners for their
18 families; and

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20 WHEREAS, In the private home workplace, domestic workers face occupational risks
21 and hazards, including physical and ergonomic demands and exposure to infectious diseases
22 and household cleaning chemicals, as well as the psychological stress resulting from the
23 violation of their rights; and

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1 WHEREAS, The pandemic and current health crisis have magnified the vulnerability
2 and dangers that domestic workers and day laborers face on a daily basis because they are
3 excluded from California’s occupational safety and health protections; and

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5 WHEREAS, The Immigrant Rights Commission supports "The Health and Safety for
6 All Workers Act” State Senate Bill 686 (Durazo), endorsed by the California Domestic
7 Workers' Coalition, to ensure basic protections against work-related injury and illness for
8 domestic workers, who are absolutely essential to the California economy and who deserve
9 health, safety, respect, and dignity at work; and

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11 WHEREAS, Senate Bill 686 would require the Division of Occupational Safety and
12 Health, by July 1, 2024, to adopt industry guidance to assist household domestic service
13 employers with their legal obligations under existing occupational safety and health laws and
14 regulations that apply to the work activity of household domestic service employees; and

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16 WHEREAS, The place of employment for domestic workers must be in compliance
17 with labor laws to ensure a safe work environment for all workers, regardless of their
18 economic status; and

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20 WHEREAS, Employers shall be responsible for developing and consulting with the
21 Division of Occupational Safety and Health regarding the core education and outreach
22 materials regarding health and safety standards, retaliation, and the division’s workplace
23 safety complaint and retaliation process, including specific issues that affect the domestic
24 work industry differently; and

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1 WHEREAS, Financial assistance under this program shall be available to household
2 domestic service employers that have demonstrated financial hardship in ensuring a safe
3 working environment for household domestic service employees; now, therefore, be it

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5 RESOLVED, That the Immigrant Rights Commission expresses strong support for SB
6 686 and urges state representatives to move it forward to ensure the safety of all workers,
7 including domestic workers; and be it

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9 FURTHER RESOLVED, That the Immigrant Rights Commission shall transmit a copy
10 of this resolution to Senator Durazo, the President pro Tempore of the California Senate, and
11 the Speaker of the California Assembly.

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