



2013 Oregon Women's Health And Wellness Alliance



The Oregon Women's Health and Wellness Alliance urges your strong support for HB 2672, which would extend modest employment protections to nannies, cooks, and housekeepers, a vital and growing part of Oregon's economy.

The Oregon Women's Health and Wellness Alliance is a bipartisan coalition of legislators, citizens, health care organizations, and women's advocacy groups. Each legislative session, the Alliance reviews dozens of bills relating to women's wellness and selects a handful bills that we believe would have the greatest impact on the health and wellness of Oregonian women and their families.

OWHWA selected the Domestic Workers Protection Act, HB 2672, as a priority bill. Women make up 90% of this workforce. The majority of them are women of color and more than half are the primary breadwinners for their families. Despite their important to our economy, shockingly, they have been explicitly excluded from almost all state and federal labor protections since the 1930s. This includes exemption from minimum wage laws, overtime pay, and basic protections against sexual harassment.

Even with HB 2672, this workforce will still enjoy significantly fewer legal protections than other workers. However, HB 2672 would extend the following modest employment protections to domestic workers which could significantly improve the lives of this growing segment of Oregon's economy:

- Ensure a worker has a written explanation of job expectations, including pay rate, and a written record of hours worked;
- Although the worker will remain exempted from the minimum wage, they would be eligible for overtime pay for hours worked over 40 per week, or hours worked over 44 hours per week if the worker lives in their employer's home;
- Allow a worker with one day of rest per week;
- Ensure a worker has 8 hours of uninterrupted sleep every 24 hours if the employee lives in the home;
- Allow employees to cook their own food;
- Provide three paid personal leave days after one year of employment;
- Ensure employers can't take possession of their passport;
- Extend protections against harassment and retaliation for inquiring about worker protections.

These are very modest and limited protections. Extending protections to these workers will reflect the importance and value of their hard work.

Thank you for your consideration of this legislation.

Sen. Elizabeth Steiner Hayward, Co-Chair

Rep. Sara Gelsler, Co-Chair