

REVENUE: No revenue impact

FISCAL: Fiscal statement issued

Action:	Without Recommendation as to Passage, but with Amendments, Be Printed Engrossed, and Be Referred to the Committee on Rules
Vote:	10 - 0 - 0
Yeas:	Barton, Fagan, Holvey, Kennemer, Matthews, Thatcher, Thompson, Weidner, Witt, Doherty
Nays:	0
Exc.:	0
Prepared By:	Jan Nordlund, Administrator
Meeting Dates:	3/25, 4/8, 4/17

WHAT THE MEASURE DOES: Establishes workplace protections for domestic workers. Designates violation an unlawful employment practice. Directs Bureau of Labor and Industries to adopt rules related to domestic workers.

ISSUES DISCUSSED:

- University of Illinois-Chicago study of domestic workers
- Prevalence of labor trafficking
- Exclusion of casual labor and companions
- Language barriers
- Protection from liability for family/estate of person suffering from dementia
- How employer is to be defined

EFFECT OF COMMITTEE AMENDMENT: Modifies proposed definition of “domestic worker” to exclude the following: companions of sick, convalescing, or elderly; domestic service performed under a written service plan for mental health and development disability services; and casual labor. Prohibits employer from subjecting domestic worker to harassment based on disability or sexual orientation.

BACKGROUND: A 2012 study by the Center for Urban Economic Development at the University of Illinois at Chicago notes that despite the importance of domestic workers in the nation’s economy, the workers are often employed in substandard jobs and are not covered by many federal and state labor protections.

House Bill 2672-A establishes the duties and responsibilities of those who employ domestic workers. The measure requires the employer to provide written notice regarding hours, wages, and leave. The employer must pay overtime if more than 40 hours in a week are worked, or more than 44 hours are worked by live-in domestic workers. The measure also specifies rest and sleep requirements, as well as record keeping requirements for the employer. The employer is prohibited from requesting possession of the worker’s passport; from engaging in unwelcome verbal or physical conduct of a sexual nature; from subjecting the worker to harassment based on gender, race, religion, disability, sexual orientation or national origin; and from retaliating if the worker inquires about their rights, reports a violation, or files a complaint.