

1 [Urging the California State Legislature to Pass California State Assembly No. Bill 2314 (Ting)  
2 - Domestic Worker Rights Implementation Act]

3 **Resolution urging the California State Legislature and the Governor to pass California**  
4 **State Assembly Bill No. 2314 (AB 2314), authored by Assembly Member Phil Ting, the**  
5 **Domestic Worker Rights Implementation Act, that establishes and maintains the**  
6 **Domestic Worker Enforcement Program, a statewide program to provide resources,**  
7 **education, and training for California’s domestic workers and domestic employers.**

8  
9 WHEREAS, In California, there are over 300,000 domestic workers - housekeepers,  
10 nannies, and caregivers for children, persons with disabilities, and seniors - working in private  
11 households to care for the health, safety and well-being of the most important aspects of  
12 Californians’ lives, their families, and homes; and

13 WHEREAS, Domestic workers across the state of California have united with the  
14 California Domestic Workers’ Coalition to achieve social and economic justice, to secure  
15 much-needed protections, and to implement and enforce those protections for domestic  
16 workers under California’s labor laws; and in 2013, the California legislature passed the  
17 Domestic Worker Bill of Rights (California State Assembly Bill No. 241), requiring homecare  
18 and childcare employers to pay overtime; and in 2016, the Legislature passed Domestic  
19 Worker: Labor Standards (California State Senate Bill No. 1015), which finally granted the  
20 permanent right to overtime to this workforce; and

21 WHEREAS, California Sanctuary State Bill (California State Senate Bill No. 54) and the  
22 Immigrant Protection Act (California State Assembly Bill No. 450) are leading the way to  
23 protect all of our workers and to defend our values as a sanctuary state; and,

24 WHEREAS, Domestic workers play a critical role in California’s economy and work to  
25 ensure the health and prosperity of California families and free others to participate in the

1 workforce, and since an estimated 2 million households rely on domestic work, with the  
2 number of private in-home attendants for our state’s aging seniors expected to increase by at  
3 least 52% by the year 2022 due to the unprecedented “elder boom;” and

4 WHEREAS, Only about a quarter of employers of domestic workers know about the  
5 recently extended overtime protections, and only 2% of employers who hired for overtime paid  
6 the worker for it; and

7 WHEREAS, While most employers value the contributions that domestic workers make  
8 to their home and lives, they do not understand their responsibilities as employers, and may  
9 never develop a formal contract or clearly establish the rights and obligations each party owes  
10 to the other; and California State Assembly Bill No. 2314 (AB 2314) provides resources and  
11 tools to employers who seek to uphold fairness and dignified labor standards in their homes;  
12 and

13 WHEREAS, The treatment of domestic service workers under federal and state law  
14 has historically reflected stereotypical assumptions about the nature of domestic work,  
15 specifically that the relationship between employer and “servant” was “personal” rather than  
16 commercial in character; that employment within a household was not “real” productive work;  
17 and that women did not work to support their families; and

18 WHEREAS, The majority of domestic workers are women of color and are largely and  
19 increasingly immigrants who, because of race and sex discrimination and fear of deportation,  
20 are particularly vulnerable to unlawful employment practices and abuses and usually work  
21 alone, behind closed doors out of the public eye, leaving them isolated, vulnerable to abuse  
22 and exploitation, and unable to advocate collectively for better working conditions; and

23 WHEREAS, Despite the fact that most domestic workers work to support families and  
24 children of their own and more than half are primary income earners, two-thirds of domestic  
25

1 workers earn low wages or wages below the poverty line, and one in four domestic workers  
2 report not being paid the minimum wage and report frequent violations of their rights; and

3 WHEREAS, In the worst cases, domestic workers are verbally and physically abused  
4 or sexually assaulted, forced to live in conditions unfit for human habitation, and stripped of  
5 their privacy and dignity; and

6 WHEREAS, Assembly member Phil Ting has introduced the Domestic Worker Rights  
7 Implementation Act, AB 2314, which would create a program within the California Division of  
8 Labor Standards Enforcement to contract with a collaborative of qualified community  
9 organizations to provide for domestic worker and employer education and training,  
10 development of a core wage and hour training curriculum, creation of a statewide domestic  
11 worker helpline, and launch of an online employer resource hub; now, therefore, be it

12 RESOLVED, That the San Francisco Board of Supervisors urges the California  
13 legislature and the Governor of California to pass the Domestic Worker Rights Implementation  
14 Act, AB 2314, supported by the California Domestic Workers Coalition; and, be it

15 FURTHER RESOLVED, That the San Francisco Board of Supervisors directs the Clerk  
16 of the Board to transmit copies of this Resolution to all of San Francisco's State Legislators  
17 with a request to take all action necessary to achieve the objectives of this resolution.

18  
19  
20  
21  
22  
23  
24  
25