

WRITTEN TESTIMONY
of
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Before
the Joint Poverty Committee
U.S. House of Representatives
May 19, 2025, 5:00 PM
Washington, D.C.

Good evening, Madam Chair Edwards and Joint Poverty Subcommittee:

Thank you for the opportunity to speak with you today. I am Victoria Ford, policy director for the National Domestic Workers Alliance (NDWA). A non-profit founded in 2007, NDWA is the leading voice for 2.2 million women across the United States who clean our homes, care of our children, support our elders, and are the “backbone” of support for our families¹. These women put their “blood, sweat, and tears” into supporting others. So Let Me Be Clear: domestic workers are essential. But for too long, they have been treated as expendable.

Most domestic workers are woman of color, immigrants, and mothers. They are nannies, house cleaners, and caregivers. Despite their hard work they are some of the most under paid, under protected, and undervalued workers in the economy. They remain legally invisible and deny the basic protections other workers take for granted.

My purpose today is to urge Congress to provide justice for domestic workers through comprehensive federal legislation that protects the rights, safety, and dignity. This is overdue but morally and economically essential. Congress, it is your time to pass federal protection to improve their quality of life.

Background: Legacy of Exclusion

The current landscape of domestic work is no accident. It reflects an ongoing cultural devaluation of care work that is a direct link to slavery. During slavery, Black women were forced into intimate care by the very families who enslaved them, often with the double burden of the physical demands of cleaning, laundry, and cooking, and the emotional toll of caring for

¹ National Domestic Workers Alliance, “About NDWA,” accessed May 20, 2025, <https://www.domesticworkers.org/about-ndwa/>.

children, the sick, and the elderly.² While their reproductive rights were exploited, their own health and relationships with their own children were ignored. As they nurtured their enslaver's families, their own children were often neglected, denied care, and forced into hard labor at a young age.

Following emancipation, the racialized and gender-biased labor exploitation. Southern lawmakers to develop new alternatives to exclude people of color. Lawmakers enacted *Black Codes* laws limited Black Americans' employment opportunities to solely agricultural or domestic work.³ Domestic work remained one of the only few options available to Black women in the post-slavery economy, and later, immigrant women facing similar marginalization. This legacy of labor exploitation extended through the 20th century. For instance, during World War I, the Greenville, South Carolina City Council proposed a law that required Black women to carry proof of employment or face jail time. The audacity! White residents complained that Black soldiers' wives were receiving federal assistance were declining domestic employment in white households.

The New Deal's landmark labor laws excluded domestic and agricultural workers from their most critical protections. The National Labor Relations Act (1935) and the Fair Labor Standards Act (1938) deliberately excluded these workers from rights like collective bargaining rights, minimum wage, and Social Security.⁴ These exclusions were not accidental; they were a result of political compromises designed to appease southern lawmakers preserving racial hierarchy and economic control. Lawmakers justified exclusions, stating its difficulty collecting taxes from employers of these workers due to private homes and farms. This exclusion erased care work from formal labor promotions, especially impacting of women of color.

Today, domestic workers remain undervalued, underpaid, and stripped of basic protection. In fact, 84 percent of workers do not have written contracts, and the median wage is \$13.79 an hour, far below a livable wage.⁵ Many do not have health insurance, paid time off, and

² American Civil Liberties Union, *Behind Closed Doors: The Traumas of Domestic Work in the U.S.*, April 13, 2023, <https://www.aclu.org/news/racial-justice>

³ National Domestic Workers Alliance, "About NDWA," accessed May 20, 2025, <https://www.domesticworkers.org/about-ndwa/>.

⁴ Martinez Hickey, S., & Mast, N. (2025, March 6). *Domestic workers' pay and working conditions in the South reflect racist, gendered notions of care: Rooted in racism and economic exploitation: Spotlight*. Economic Policy Institute. <https://www.epi.org/publication>

⁵ National Domestic Workers Alliance, "Domestic Workers Bill of Rights," accessed May 21, 2025, <https://www.domesticworkers.org/programs-and-campaigns>

retirement benefits. A lifetime of caregiving, yet no security. Wage theft is rampant, and undocumented workers are especially vulnerable. Every year domestic workers are cheated out of millions of dollars in wages and benefits by employers. It's inhumane. This systemic neglect leaves workers economically vulnerable and socially marginalized, while caring for others but struggling themselves. They deserve more than our gratitude. They deserve dignity, and full protection under the law.

The Problem: Current Challenges Facing Domestic Workers

In spite of domestic workers essential labor, they are trapped in a system of engrained in slavery, racism, and patriarchy. Although, they enable millions of families to go to work by taking of care of children, aging parents, and homes; they are one of the most exploited groups in the U.S. labor force. They are disproportionately excluded from labor protections, regularly exposed to abuse, and wage theft. One of the harmful problems that is prevalent in the domestic work industry is wage theft. Wage theft is normally difficult to identify, especially non-English speaker and undocumented workers. These workers are vulnerable and ignorant that their employer is performing wage theft because of their citizenship and language status.⁶ These workers have no clue when their rights are being violated or feel helpless to stand up for themselves.

Common forms of wage theft include:

- **Not being paid overtime** are entitled to 1.5 times their normal pay rate for working hours over 40 in a consecutive seven-day period. The majority are being paid for this, even though they work more than 40 hours a week.
- **Not being paid for all the hours worked:** Employers sometimes refuse to pay for overtime hours worked, i.e. coming in early or leaving late. According to the law, This work should be compensated.
- **Unpaid meal or rest breaks:** When an employee is required to stay on duty or work while on meal breaks, they are supposed to be paid. Refusing to pay is wage theft.

⁶ Employment Law Help, "Wage Theft as a Domestic Worker," accessed May 21, 2025, <https://www.employmentlawhelp.org/wage-theft>

For most domestic workers, reporting wage theft is a serious risk. They are likely to face retaliation, immediate job termination, or even immigration consequences, especially workers who are undocumented. This fear is exacerbated by domestic workers who do not have formal contracts and work term agreements.⁷ Without formal agreements, workers are still unprotected and exposed to exploitation.

Behind Closed Doors: The Story of Fairness

Although it is known that domestic workers face numerous challenges from working in isolation and hidden behind closed doors, harsh conditions make them expose them to abuse and exploitation. A powerful example is from Fairness Lipenga, a domestic worker who courageously shared her story with the American Civil Liberties Union (ACLU). Fairness trafficked to the U.S with false promises of job opportunities. She was forced into domestic servitude. For three years, she worked 18-hour days just for pennies and was refused medical attention.⁸ She slept on the basement concrete floor and was always trapped in the house. Due to diplomatic immunity, her employer was protected from prosecution, delaying her justice.⁹

Her story is not an isolated one. Fairness experiences were the normal experience of millions of domestic workers. It sheds light on bigger issues, when domestic workers lack protection from the law, they are exposed to abuse. What happened to Fairness is a tragedy and a policy failure. This shows how gaps in labor protections for undocumented workers. Her courage addresses that minority and immigrant women are treated as invisible in domestic work.

Negative Effects of Domestic Work

The daily struggles of domestic workers are not just economic; they affect every aspect of their well-being.¹⁰

⁷ Employment Law Help, “Wage Theft as a Domestic Worker,” accessed May 21, 2025, <https://www.employmentlawhelp.org/wage-theft/>

⁸ American Civil Liberties Union, *Behind Closed Doors: The Traumas of Domestic Work in the U.S.*, April 13, 2023, <https://www.aclu.org/news/racial-justice/behind-closed-doors-the-traumas-of-domestic-work-in-the-u-s>

⁹ American Civil Liberties Union, *Behind Closed Doors: The Traumas of Domestic Work in the U.S.*, April 13, 2023, <https://www.aclu.org/news/racial-justice/behind-closed-doors-the-traumas-of-domestic-work-in-the-u-s>

¹⁰ Soraya Seedat and Marta Rondon, “Women’s Wellbeing and the Burden of Unpaid Work,” *The Lancet Psychiatry* 8, no. 9 (2021): 716–717, <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8406085/>.

Here are some of the most common negative effects:

- Not speaking English, or no knowing of rights and resources, results in isolation.
- Harsh working conditions, no food, medical care, and inadequate sleep.
- Vulnerability to abuse and exploitation from employers who are aware the workers have little to no resources for their well-being.
- Forced labor and human trafficking, especially for undocumented domestic workers recruited through deception.
- Physical and psychological deterioration from working low wages and long hours.
- Denial of legal protection or failure to enforce the limited rights they do have.

The Need for Federal Action

Domestic workers are the backbone of our economy! Their hard work enables millions of families to thrive. Despite their contributions, they remain excluded from fundamental labor protections. Previously, it was a challenge to get a federal policy enacted for domestic workers, there are few states that have enacted Domestic Workers Bills of Rights. Since 2010, various states like New York, California, and others have passed laws to protect domestic workers.¹¹

These are state-level initiatives:

- Overtime pays requirements
- Mandated written agreements between employers and domestic workers
- Anti-discrimination and harassment protections
- Guaranteed rest days and paid time off

This table below highlights key protections passed in states that have enacted the Domestic

Bill of Rights:

¹¹ National Domestic Workers Alliance, “Domestic Workers Bill of Rights,” accessed May 21, 2025, <https://www.domesticworkers.org/programs-and-campaigns/developing-policy-solutions/domestic-workers-bill-of-rights/>

Table 1: What States Have Labor Protections?

State	Key Protections Passed
New York	Overtime, 1 day off/week, 3 paid days off, human rights law
California	Overtime, meal/rest breaks, covers live-in caregivers
Hawaii	Anti-discrimination & harassment protections
Illinois	Wage/hour laws, sexual harassment protection
Oregon	Overtime, rest/meal breaks, minimum wage for live-ins
Massachusetts	Contracts, sick days, protection from retaliation
Connecticut	Inclusion in labor law, rest and overtime standards
Nevada	Human rights protection, time-off rules
New Mexico	Expanded labor protections, employer accountability
Virginia	Civil rights coverage, wage/hour laws
Rhode Island	Harassment protections, standard work conditions
District of Columbia	Paid leave, wage theft protection, written agreements

Source: *The National Domestic Workers Alliance*

Although these states made initiatives to improve work conditions for domestic workers, there are uneven protections, leaving many domestic workers behind. For instance, cities like Philadelphia and Seattle have protections not recognized statewide.¹² Only a unified federal standard and enacted law is necessary to ensure all domestic workers’ rights are protected regardless of location.

The Federal Domestic Workers Bill of Rights: A Renewed Push

On June 13, 2024, Representative Pramila Jayapal, Senator Kirsten Gillibrand, and Senator Ben Ray Lujan reintroduced the National Domestic Workers Bill of Rights.¹³ This Groundbreaking legislation aims to extend workplace rights to the 2.2 million domestic workers, which historically excluded from the key labor laws.¹⁴ Representative Jayapal states “Domestic workers make all other work possible, however too often they are called essential but treated as

¹² National Domestic Workers Alliance, “Domestic Workers Bill of Rights: Summer Road Trip Across America,” accessed May 21, 2025, <https://www.domesticworkers.org/programs-and-campaigns/> .

¹³ U.S. Congress. House. *Domestic Workers Bill of Rights Act*, H.R. 4826, 117th Cong., introduced July 29, 2021. <https://www.congress.gov/bill/117th-congress/house-bill/4826>.

¹⁴ National Domestic Workers Alliance, “The Reintroduction of the Federal Domestic Workers Bill of Rights Promises Overdue Recognition and Progress for Domestic Workers All Across the Country,” press release, June 13, 2024, <https://www.domesticworkers.org/press-releases/>

expendable.”¹⁵ She noted the bill will grant domestic workers in existing labor laws to grant access to basic protections long denied to domestic workers. These same protections many workers take for granted. The National Domestic Workers Bill of Rights addresses the justice need for domestic workers. As we recognize the contributions of domestic workers, we need to bring awareness for congress to pass legislative action. Hopefully my testimony will grant you urgency to pass this bill.

Finding a Solution: Policy Recommendations

While the challenges domestic workers face is entrenched in the history of our country, they can be overcome. Across the United States, NDWA and Domestic Workers has organized, advocated for their voices to demand rights and recognition they deserve. Their resilience to fight for change establishes the foundation to improve their quality of life. Despite all this progress no federal action has been achieved. It is not acceptable for essential workers to be treated as exceptions in our labor laws. In order to correct the injustices and create an inclusive economy, Congress, you must act. Only policy can make a difference. So here is what you can do: Below are 3 policy recommendations to move us forward. Congress it’s your Turn.

Policy Recommendation 1: Pass a Federal Domestic Workers Bill of Rights

It is time for the federal government to correct historical wrongs and finally extend comprehensive labor protections for domestic workers. Congress must pass the Federal *Domestic Workers Bill of Rights*, the represents the years and years of advocacy by and for domestic workers. The hard work and dedication these workers finally get a change of equality for all workers. These women take the heavy load of our shoulders. It is time from them to be included in labor laws and finally have rights to quality work conditions.

The bill Provisions:

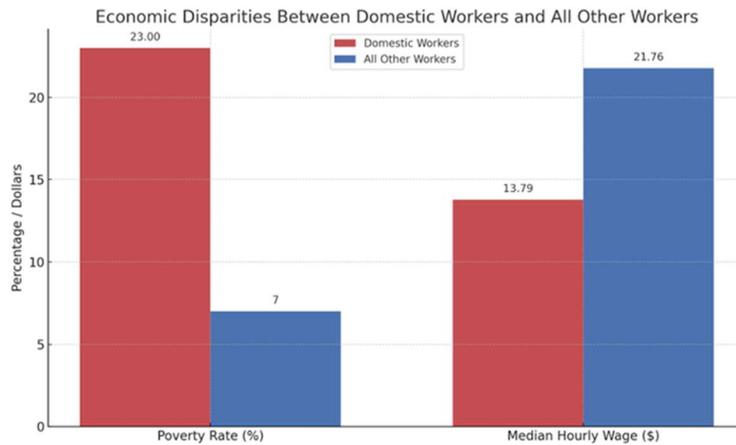
- Required written contracts specifying terms of work, pay, and benefits
- Paid sick leave, rest and meal breaks, and leave of absence
- Protection from discrimination and harassment
- National Domestic Worker Hotline for reporting violations
- Creation of task force in the Department of Labor for standards of enforcement

¹⁵ Pramila Jayapal, “Jayapal, Gillibrand, Lujan Introduce Legislation to Protect Domestic Workers,” *Congresswoman Pramila Jayapal*, June 13, 2024, <https://jayapal.house.gov/2024/06/13/jayapal-gillibrand-lujan-introduce-legislation-to-protect-domestic-workers/>

These bill provisions are not extreme. They are the minimum work standards that other employees have. But their absence in domestic work is the problem, it is indeed discriminatory. According to a 2022 report from the Economic Policy Institute (EPI), on average, 23% of domestic workers live below the poverty line and are three times more likely than workers in other fields.¹⁶ Additionally, the same report found that 74% of domestic workers are paid less than \$15 per hour and do not have basic protection like health insurance and or paid leave.¹⁷

The graph below shows the economic difference between domestic workers and the other workers:

Table 2: Economic Disparities Between Domestic Workers and All Other Workers



Source: The Economic Policy Institute

Based on the table, the economic disparities are apparent. There is a clear correlation between low wages and high poverty rates among domestic workers. Unlike the average worker, domestic workers are more likely to receive less than a livable wage continuing the cycle of poverty. One major reason for this difference is a lack of formal labor contracts, making domestic workers more susceptible to lower wages.

¹⁶ Asha Banerjee, Katherine DeCourcy, Kyle K. Moore, and Julia Wolfe, *Domestic Workers Chartbook 2022: A Comprehensive Look at the Demographics, Wages, Benefits, and Poverty Rates of the Professionals Who Care for Our Family Members and Clean Our Homes*, Economic Policy Institute, November 22, 2022, <https://www.epi.org/publication/domestic-workers-chartbook-2022/>

¹⁷ Asha Banerjee, Katherine DeCourcy, Kyle K. Moore, and Julia Wolfe, *Domestic Workers Chartbook 2022: A Comprehensive Look at the Demographics, Wages, Benefits, and Poverty Rates of the Professionals Who Care for Our Family Members and Clean Our Homes*, Economic Policy Institute, November 22, 2022, <https://www.epi.org/publication/domestic-workers-chartbook-2022/>

In contrast, the average employee generally receives additional job protection or benefits, such as health insurance, retirement contributions (401K), and paid leave. These additional benefits contribute to their income for greater economic security.¹⁸ Most workers are employed by companies and corporations with formal protection, such as human resources departments, legal counsel, and standard payment structures. However, domestic workers typically are employed by individual families, who are trying to make ends meet themselves, but that is no excuse for paying them less.

If we trust them to care for our families and homes, then they deserve formal work standards, dignity, and equality. That is why we need this bill to put an end to this inequality.

Why We Need this Bill

Passing the *Federal Domestic Workers Bill of Rights* would be revolutionary not just for workers, but for the families they support, the communities they strengthen, and the economy they improve:

- **For Workers:** improves the rights and dignity of millions of domestic workers long excluded from labor protections. Preventing wage theft and abuse promotes fair pay and protection.
- **For Communities** create better contracts and advanced scheduling of shifts. Improving relationships between worker and employer while easing financial strain.
- **For Economy:** increases the stability of domestic work within economy. Since the population is aging, investing and protecting domestic workers enables them to report abuse without fear.

In partnership with the National Domestic Workers Alliance (NDWA), this bill is supported by a powerful and diverse coalition of more than 60 organizations, ranging from labor unions to disability justice advocates and immigrant rights groups.¹⁹ This is not an extreme idea, it's a widespread demand from those on the frontlines, who provide vital care.

¹⁸ Asha Banerjee, Katherine DeCourcy, Kyle K. Moore, and Julia Wolfe, *Domestic Workers Chartbook 2022: A Comprehensive Look at the Demographics, Wages, Benefits, and Poverty Rates of the Professionals Who Care for Our Family Members and Clean Our Homes*, Economic Policy Institute, November 22, 2022, <https://www.epi.org/publication/domestic-workers-chartbook-2022/>.

¹⁹ National Domestic Workers Alliance, "Chapters & Affiliates," accessed May 21, 2025, <https://www.domesticworkers.org/membership/chapters/>.

Key Supporters:

- **SEIU (Service Employees International Union)** – Representing millions of domestic care and service workers across the country.
- **AFL-CIO** – One of the largest alliances advocating for fair labor practices
- **Hand in Hand: The Domestic Employers Network** – implementing ethical practices of families who hire domestic workers
- **National Disability Rights Network (NDRN)** – Empowering the rights for individual with disabilities and their caregivers
- **United We Dream** – The largest immigrant youth-led network in the U.S., with over 1.2 million members nationwide
- **Mujeres Unidas y Activas** – A Latina immigrant women’s grassroots organization advocating for labor rights and dignity.

We cannot wait for another crisis to recognize domestic workers. Domestic workers kept families afloat during the COVID-19 pandemic often without protection and fair compensation. As caregiving demands increase, so does the risk of losing vital workers from burnout, health issues and economic instability. Passing this bill will grant dignity and protection, improving lives for generations.

Policy Recommendation 2: Create a Transferable Benefits System

Domestic workers need access to benefits. Today, most of them do not receive employer-sponsored health insurance, paid sick or family leave, or retirement savings, even while working full time. These economic gaps are unorganized structure of domestic work itself. Domestic workers frequently move between several families.²⁰ To address this, we must create a system of **transferable benefits with** protections that move with the worker from job to job. This isn’t a luxury; it’s a necessary foundation of financial stability and basic dignity. A transferable benefits system will ensure that industries like domestic work are no longer left behind. This type of system would make a big difference in their lives.

²⁰ National Domestic Workers Alliance, “Domestic Workers Bill of Rights,” accessed May 21, 2025, <https://www.domesticworkers.org/programs-and-campaigns/developing-policy-solutions/domestic-workers-bill-of-rights/>

A transferable benefits system would involve:

- Health insurance
- Paid sick and family leave
- Retirement savings

These basic protections are the same protection that many workers take for granted but are completely out of reach for domestic workers. This absence of benefits impacts domestic workers negatively. Most domestic workers are not able to take time off when sick, receive preventive care, and have no retirement at all. These harmful effects physically and psychologically drain them as they spend decades caring for others.

Table 3: Access to Job-Based Benefits — Domestic Workers vs. General Workforce

Benefit Type	Domestic Workers	All U.S. Workers
Health Insurance Access	12%	69%
Paid Sick Leave	8%	77%
Retirement Plan Participation	7%	66%
Paid Family Leave	5%	24%

Source: Economic Policy Institute, 2022.

Based on the data, it indicates how wide the gap is in access to benefit for domestic workers, which highlights the urgency benefits.²¹ Domestic workers should not have to choose between their health, their pay, and be unable to retire. There are models of transferable benefits that have been tested. For instance, the *New York's Black Car Fund* provides benefits such as health care and workers' compensation to independent drivers of ride share companies through a small surcharge on fares. The program has insured nearly 130,000 drivers annually.²² For Domestic workers, similar pilot programs could be experimented throughout the country to develop infrastructure of benefits that move with workers from one workplace to another. By

²¹ Sophia M. Mitchell, *Domestic Workers in the United States*, Fact Sheet. U.S. Department of Labor, Women's Bureau, March 2024, <https://www.dol.gov/sites/dolgov/files/WB/Files/DomesticWorkersFactSheet.pdf>.

²² The Black Car Fund. "History." *The Black Car Fund*, <https://www.nybcf.org/history>. Accessed 21 May 2025.

adopting a national transferable benefits system, it would significantly reduce economic risk and promote long-term financial gain. This will enable domestic workers who care for our families to be in the position to take care of themselves.

Policy Recommendation 3: Expand Public Benefits Access Regardless of Immigration Status

Finally, we trust the most essential care and responsibilities in our country to domestic workers, caring for loved ones and maintaining our homes. Although they perform vital work, most domestic workers are excluded from essential safety nets that exist to support workers in times of need. This exclusion is a result of informal employment and immigration status. This is a moral and policy issue that needs to be addressed.

Domestic workers, the majority of whom are immigrants and women of color, continue to be left behind in terms of benefits like as Medicaid, the Supplemental Nutrition Assistance Program (SNAP), and unemployment insurance. For them, they need these programs to help their families survive and sustain their families. The exclusions of these frontline workers guarantee constant suffering, pushes them into poverty, and reinforces racial and economic disparities.²³ These workers put their lives on the danger for us, we must help them receive basic human necessities, such as health care, food security, and a safety net for the sudden loss of a job.

The exclusion is a problem. The table below indicates that hundreds of thousands of domestic workers are denied basic benefits:

Table 4: The Estimated Number of Domestic Workers Without Access to Benefits Due to Immigration Status (U.S.)

Benefit Program	% of Domestic Workers Excluded	Estimated Number Affected
Medicaid	45%	~800,000
SNAP (Food Assistance)	50%	~900,000

²³ Asha Banerjee, Katherine DeCourcy, Kyle K. Moore, and Julia Wolfe, *Domestic Workers Chartbook 2022: A Comprehensive Look at the Demographics, Wages, Benefits, and Poverty Rates of the Professionals Who Care for Our Family Members and Clean Our Homes*, Economic Policy Institute, November 22, 2022, <https://www.epi.org/publication/domestic-workers-chartbook-2022/>.

Benefit Program	% of Domestic Workers Excluded	Estimated Number Affected
Unemployment Insurance	60%	~1,080,000

Source: National Domestic Workers Alliance, 2023

This data is not just numbers- but lives, real human beings who provide care for others and are not taken care of themselves.²⁴ During COVID-19, domestic workers were among the first employees to lose their jobs and the last to receive relief. The majority have no access to health care, food, or income, despite being the most essential worker in the nation. They showed up for us, now we must now show up for them. Expanding their access to public benefits is not just a matter of justice; it's a good policy. This will improve the health of families, have stable communities, and a stronger workforce.

To address this challenge, we must:

- **Expand access** to Medicaid, SNAP, and unemployment benefits to all workers, regardless of immigration status.
- **Removes federal and state-level barriers** that allows undocumented workers to be eligible qualifying for vital programs.
- **Treats all essential** workers with dignity and respect, not exclude based on immigration status.

We cannot have a strong economy while continuing to deny basic rights to the very workers who keep our lives in order. We must bring an end to the exclusion of domestic workers from the public programs, so there will be no more generations of poverty and marginalization for future generations. If we believe in equality and value all their work, then we must act now!

Why These Policies Work:

- **Economic Stability:** When there are fair wages and benefits, it reduces turnover and financial instability in the domestic workforce. When a worker has a steady income and basic protection, they will stay in their jobs longer, improving consistency quality of care for families.
- **Public Health:** Domestic workers are on the frontlines of caregiving. Therefore, they need access to health care and work protection. Having access to additional resources,

²⁴ Valerie Lacarte, “Explainer: Immigrants and the Use of Public Benefits in the United States,” Migration Policy Institute, October 2024, <https://www.migrationpolicy.org/sites/default/files/publications/mpi-immigrants-benefits-explainer-2024-final.pdf>

they are more likely to get medical attention and remain home when sick, reducing the spread of illness and protecting the health and wellbeing of the families they serve.

- **Racial and Gender Equity:** The exclusion of domestic workers from labor protections must stop. These reforms will resolve the problem by granting rights and protections to a workforce primarily made up of women of color and immigrant women.
- **Workforce Resilience:** As the population ages, more families rely on in-home care, we need a sustainable domestic workforce. We need to invest in domestic workers so that we can provide for their current needs and properly prepare them for long-term stability and growth.

Conclusion: A Workforce That Deserves Better

This is not just a labor issue. It is a human rights issue. For too long, our policies have left domestic workers out in the cold, neglecting and failing to acknowledge the value of their work. This ends today.

It is time Congress passes the Federal Domestic Workers Bill of Rights while creating a system of transferable benefits and expanding public programs for all workers to access regardless of immigration status. The need for these reforms is urgent because they are overdue. You have the authority to reform a system that has excluded and marginalized generations of essential workers.

You can close the gaps of inequality and injustice. These changes will build a future that values every worker and is treated with respect and dignity. We need to stand up for all our workers. It is our responsibility to defend the rights of every worker.

So today, I ask you to:

Recognize domestic workers.

Respect their labor.

Reform the laws that left them behind.

The moment to act is now. We must become a nation that honors all workers and respects all work. Congress, please prioritize this legislation above other matters. Domestic Workers have waited long enough.

Thank you for your time. I welcome your questions.

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