



NEW YORK STATE SENATOR

Julia Salazar

Senate Majority Puts Forth Legislation to Improve Domestic Worker Protection and Promote Working Women

JULIA SALAZAR May 12, 2021

| ISSUE: **LABOR**



(Albany, NY) The Senate Democratic Majority today advanced legislation to protect the rights and benefits of domestic workers by further prohibiting discrimination, improving Temporary Disability Insurance Access and raising employee awareness regarding their workplace protections. This package recognizes the broad set of circumstances that may compel a domestic worker to take time off and seeks to lessen the burden imposed by such situations. It simultaneously looks to revamp workplace dynamics by allowing for greater

work-from-home flexibility, particularly in light of a health emergency or local crisis. This would allow parents and caretakers to effectively pivot and tend to both their personal and professional obligations without consequence. It also looks ahead to the future of New York caregiving by investigating the causes of the industry decline and proposing necessary solutions.

These protections empower domestic workers to prioritize their wellbeing without fear of repercussion during a time when health and job security are of the utmost importance. It further acknowledges that a majority of domestic workers are women of color and aims to address the unique challenges that they face. This legislation will further the Democratic Conference's efforts to improve workplace safety and grant stronger protections to those who are essential in the job force.

Bill Sponsor Senator Julia Salazar said, "As a legislature, it is our duty to ensure that the law protects workers from workplace discrimination. The rights of everyday workers are constantly under attack, and we must continue to pass legislation that prevents any form of discrimination and preserves worker health and benefits. This legislative package provides job security, additional support for workers who are caregivers, and extends benefits to a wider range of workers, not just those who work over 40 hours a week. Families should not have to choose between their income and their personal health, and I fully support these bills that ensure that we prioritize the well being of our everyday New Yorkers."

RELATED LEGISLATION

2021-S3291A

- Introduced
 - ◦ In Committee Assembly
 - In Committee Senate
 - ◦ On Floor Calendar Assembly
 - On Floor Calendar Senate
 - ◦ Passed Assembly
 - Passed Senate
 - Delivered to Governor
 - Signed By Governor
 -

Relates to covered employment as a domestic worker for temporary disability benefits

January 28, 2021

Senate Floor Calendar

Sponsored by [Julia Salazar](#)

Do you support this bill?

2021-S5064

- Introduced

- ○ In Committee Assembly
 - In Committee Senate

- ○ On Floor Calendar Assembly
 - On Floor Calendar Senate

- ○ Passed Assembly
 - Passed Senate

- Delivered to Governor

- Signed By Governor

-

Relates to the definition of the term employee for purposes of the human rights law; and repeals section 296-b of the executive law, relating to unlawful discriminatory practices relating to domestic workers

February 23, 2021

Signed by Governor

Sponsored by **Jessica Ramos**

Do you support this bill?

2021-S1958

- Introduced
 - ◦ In Committee Assembly
 - In Committee Senate
 - ◦ On Floor Calendar Assembly
 - On Floor Calendar Senate
 - ◦ Passed Assembly
 - Passed Senate
- Delivered to Governor
- Signed By Governor
-

Clarifies that workers shall not be punished or subjected to discipline by employers for lawful absences

January 16, 2021

Senate Floor Calendar

Sponsored by [Liz Krueger](#)

Do you support this bill?

2021-S5063

- Introduced
 - ◦ In Committee Assembly
 - In Committee Senate
 - ◦ On Floor Calendar Assembly
 - On Floor Calendar Senate
 - ◦ Passed Assembly
 - Passed Senate
- Delivered to Governor
- Signed By Governor
-

Prohibits employers from discriminating against individuals based on such individual's status as a caregiver

February 23, 2021

In Assembly Committee

Sponsored by **Robert Jackson**

Do you support this bill?

2021-S5065

- Introduced
 - ◦ In Committee Assembly
 - In Committee Senate
 - ◦ On Floor Calendar Assembly
 - On Floor Calendar Senate
 - ◦ Passed Assembly
 - Passed Senate
 - Delivered to Governor
 - Signed By Governor
 -

Relates to flexible working arrangements for parents and legal guardians when day care centers and schools are closed during a state or local disaster emergency

February 23, 2021

In Assembly Committee

Sponsored by **Roxanne J. Persaud**

Do you support this bill?

2021-S5734

- Introduced

- - In Committee Assembly
 - In Committee Senate

- - On Floor Calendar Assembly
 - On Floor Calendar Senate

- - Passed Assembly
 - Passed Senate

- Vetoed By Governor

- Signed By Governor

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Requires a study of the issues impacting the continuum of caregiving in the state

March 17, 2021

Vetoed

Sponsored by [Sean M. Ryan](#)

Do you support this bill?