

## 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.

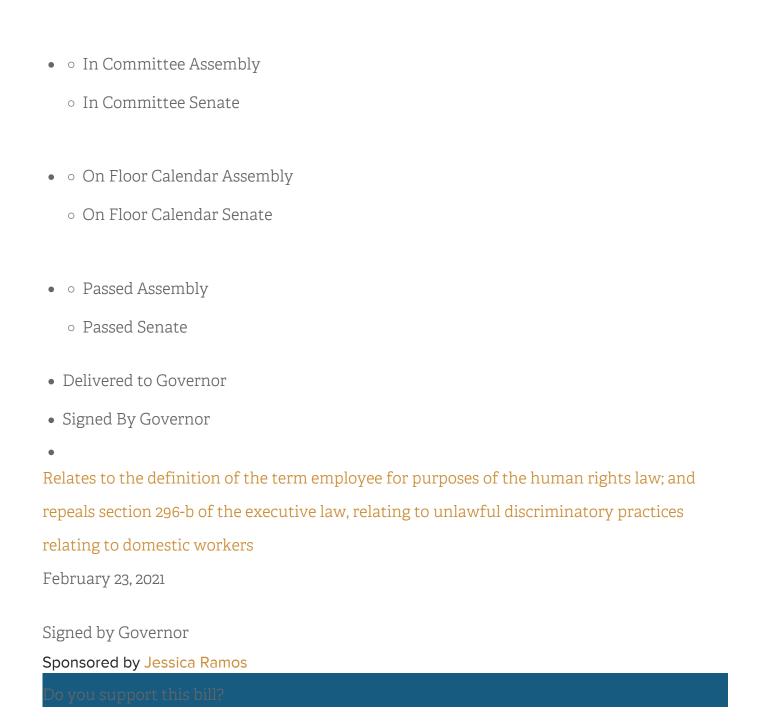
These protections empower domestic workers to prioritize their wellbeing without fear of repercussion during a time when health and job security are of the utmost importance. It further acknowledges that a majority of domestic workers are women of color and aims to address the unique challenges that 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
• o In Committee Assembly
∘ In Committee Senate
o On Floor Calendar Assembly
o On Floor Calendar Senate
• o Passed Assembly
o 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



2021-S1958

• Introduced
• o In Committee Assembly
o In Committee Senate
• o On Floor Calendar Assembly
o On Floor Calendar Senate
• o 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
• o In Committee Assembly
In Committee Senate
o On Floor Calendar Assembly
o On Floor Calendar Senate
• o 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
• o In Committee Assembly
∘ In Committee Senate
• o On Floor Calendar Assembly
o On Floor Calendar Senate
• o Passed Assembly
o 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
- o In Committee Assembly
  - o In Committee Senate
- o On Floor Calendar Assembly
  - o On Floor Calendar Senate
- o 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?