

DOMESTIC WORKERS IN NEW JERSEY JUST WON A BILL OF RIGHTS!

DO YOU CLEAN HOUSES, WORK AS A NANNY OR CARE FOR SENIORS OR PEOPLE WITH DISABILITIES IN THEIR HOME?

Learn about your rights at work! No matter what your immigration status is, all workers have rights. Whether or not you have papers to work or are paid in cash, you have rights!

HERE ARE SOME OF THE IMPORTANT RIGHTS YOU HAVE IN NEW JERSEY:

- **Minimum Wage:** You have the right to be paid at least the minimum wage for all hours worked. In NJ that is \$15.13/hour. Overtime: Most domestic workers in NJ have the right to 1 and a half times your hourly pay for every hour that you work more than 40 hours in a week. For example, if you earn \$20/hour, your overtime rate is calculated as: $\$20 \times 1.5 = \30 per hour. Protections Against
- **Harassment and Discrimination:** It is illegal for an employer to sexually harass you or to discriminate based on your race, religion, national origin, sexual orientation, disability, pregnancy, and other protected characteristics.
- **Retaliation:** It is illegal for an employer to threaten you, fire you or call immigration or the police for exercising your workplace rights or complaining about discriminatory treatment.
- **Occupational Safety and Health:** You have the right to a safe and healthy workplace, as defined by NJ law. You also have a right to take a **rest break after working 4 hours** for the same employer and a **meal break after working 5 hours**.
- **Paid Sick Days:** For every 30 hours worked for the same employer, you are entitled to earn 1 hour of paid time off to care for yourself or your family when sick, up to 5 days off per year.
- **Workers Compensation:** If you are paid at least \$1,000 by the same employer in one year, you may be entitled to worker's compensation to cover the cost of medical care and partial replacement of lost wages if you are injured on the job.

- **Notice of Termination:** Your employer must give you at least 2 weeks notice before terminating your employment (4 weeks for live-in domestic workers) OR give you severance pay.
- **Written Contract:** Domestic workers in New Jersey now have the right to a written contract with their employer that includes information like rate of pay, hours, schedule, and job responsibilities.
- **Live-in domestic workers** in New Jersey have additional rights like a day of rest a week and privacy protections.

*FOR MORE INFORMATION OR TO GET HELP DEFENDING YOUR RIGHTS,
CONTACT:*

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