

# KNOW YOUR RIGHTS



## Domestic & Home Care Workers

———— THE LAW HAS CHANGED! ————

*The exemption has ended! As of June 14, 2019, domestic and home care workers are guaranteed fundamental wage and labor protections, and can seek recourse when their rights are violated.*

Wage laws established in the 1930s excluded domestic workers from many protections afforded to other workers.

Federal and state laws have been updated to remove this exclusion and grant domestic workers basic rights!

ALL workers who work hard in other people's homes are guaranteed fundamental labor protections just like everyone else.

Domestic workers and home care workers have difficult and important jobs.

This includes:

- Nannies
- Caregivers
- Servants / maids / housekeepers
- Cooks
- House-cleaners
- Gardeners
- Live-in workers

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#### BASIC RIGHTS

Domestic workers now have the right to:

- Be paid the state minimum wage.

*Note the upcoming changes to wages:*

Date	Wage
Through 12/31/19	\$7.50
01/01/2020	\$9.00
01/01/2021	\$10.50
01/01/2022	\$11.50
01/01/2023	\$12.00

- Be paid on time and be paid what was promised.
- Receive payment for all work performed.
- Receive payment of 1½ their regular pay for hours worked beyond 40 hours per week.
- Be free from retaliation.

#### VIOLATIONS OF RIGHTS

If you believe that your rights have been violated, you can:

- File a claim with the Labor Relations Division of the New Mexico Department of Workforce Solutions by calling (505) 841-4400.
- Hire a lawyer and file a lawsuit.

**Contact us or other workers' rights groups for more information:**

- Statewide: New Mexico Center on Law and Poverty, (505) 255-2840, [www.nmpoertylaw.org](http://www.nmpoertylaw.org)
- In Albuquerque: El Centro de Igualdad y Derechos, (505) 246-1627, [www.elcentronm.org](http://www.elcentronm.org)
- In Santa Fe, Roswell, Gallup, Clovis, Hobbs, or Farmington: Somos Un Pueblo Unido, (505) 983-6247, [www.somosunpueblounido.org](http://www.somosunpueblounido.org)

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