



**THE CITY OF NEW YORK
BRONX COMMUNITY BOARD 6**

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Honorable Vanessa L. Gibson, Bronx Borough President

MS. EVONNE CAPERS
Board Chairperson

VACANT
District Manager

Health and Human Services Committee Meeting Minutes

Wednesday, February 16, 2022

The Health and Human Services Committee met on Wednesday, February 16, 2022 through Zoom Audio and Video Conference. The following board members were present at this meeting: Marilyn Gurley, Matthew Martinez, Magdamary Marcano, Kristine Rivera, Rosa Peraza, and Reggie Powell.

The following information was discussed:

- **Informational discussion on the Protections for Domestic Workers Under the New York City Human Rights Law by the New York City Commission of Human Rights**

The New York City Commission of Human Rights informed us about the Protections for Domestic Workers Under the New York City Human Rights Law. Starting March 12, 2022, the NYCHRL will protect domestic workers in New York City from discrimination, harassment, and retaliation. Domestic workers include nannies, home care workers, housecleaners, or any worker who is employed in a home providing childcare, eldercare, companionship, or housekeeping services. Most full time and part time workers are covered. The law does not cover those working only occasionally. It also excludes workers who are related to the employer or to the person receiving care, and workers who provide companionship services and are simultaneously employed by an outside agency. Anyone who employs a domestic worker in New York City, other than on a casual or irregular basis. This includes individual employers as well as companies. Employment agencies and people who help workers find jobs are also covered by the NYCHRL. A person who employs or places even one domestic worker has obligations under the NYCHRL. Domestic workers have the right to reasonable accommodations, or changes to their schedule or job duties to enable them to perform the essential functions of their job. When hiring, employers cannot ask domestic workers questions about their salary history, inquire into their credit history, or ask them to take a pre-hire drug test to detect marijuana/THC. Domestic workers have the right to written notice about sexual harassment protections, and to training regarding sexual harassment protections. Domestic workers also have the right to paid safe and sick leave, minimum wage and overtime pay, one (1) day of rest per week, and at least three (3) paid days off per year. Fulltime domestic workers also have the right to workers' compensation and disability benefits insurance, and some domestic workers are entitled to paid family leave.