



An Assessment of the Impact on Employers of the New York’s Domestic Workers’ Bill of Rights (NY S2311D)

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In the table below, we estimate the cost impact of provisions of NY S2311D on employers of domestic workers. We use data from a survey of 547 domestic workers in New York City, conducted in 2003-2004 by Domestic Workers United and DataCenter, as summarized in *Home is Where the Work Is: Inside New York’s Domestic Work Industry* (2006).

Requirements under S2311D***	Percent of domestic workers that don't get the following*	Annual cost to employers of providing the following**
Full-time workers (40+ hours a week, 51% of workers)		
7 paid sick days per year	53%	\$658
5 paid vacation days per year	33%	\$470
6 paid holidays per year	56%	\$564
Part-time workers (20-39 hours per week, 49% of workers)		
4 paid sick days per year	53%	\$376
3 paid vacation days per year	33%	\$282
6 paid holidays per year	56%	\$564
	Percent of domestic workers that don't get termination notice*	Cost to employers of not giving notice: two weeks' back pay**
For all workers		
14 days notice for termination	12%	\$1,316

* Survey data from *Home is Where the Work Is* (2006)

** Using median hourly wage for domestic workers from *Home is Where the Work Is*, inflated to 2009 dollars: \$11.75.

*** Survey data did not permit cost estimate of two requirements: daily overtime pay after eight hours of work; and overtime pay when working on the agreed-upon day of rest or on holidays.