

# NATIONAL DOMESTIC WORKERS ALLIANCE

## Welcome!

The National Domestic Workers Alliance is a community of nannies, house cleaners, and home care workers, working together to win rights and respect for all domestic workers. Every time a new member joins, our collective voice grows stronger. **Congratulations on becoming a member and joining us!**

As a dues paying NDWA member, you have access to member benefits like our life insurance policy, healthcare discounts, trainings to deepen your skills and more. From time to time, we will give you opportunities to take action so that all of our work is recognized and respected. And we'll invite you to special events where you can connect with your fellow NDWA members.

This welcome packet will help you get started! You will find:

- Our vision and values as NDWA members
- A short history of NDWA
- A list of NDWA Chapters & Affiliates
- An explanation of your benefits and how to access them

If you are receiving this packet by mail, you will also find:

- A confirmation of your membership and a membership card that you can cut out and carry in your wallet. (This was also sent to you by email when you signed up. To find it there, search your inbox for your welcome email from NDWA Membership.)
- And a special gift to thank you for joining us!

Remember that you can visit [membership.domesticworkers.org](http://membership.domesticworkers.org) any time for more information and updates and to manage your membership and access your member benefits. When you get to that site, click on "Already a member?" and enter the email address you used to sign up. **Your membership is connected to the email address you signed up with, so it is important to remember the email address you used during the sign up process.**

If you have questions, you can email us at [membership@domesticworkers.org](mailto:membership@domesticworkers.org).

With love and appreciation,  
Barbara, Maria and the NDWA membership team



Barbara Young is a former care worker and a nanny from Barbados and now an NDWA National Organizer



Maria Reyes is a former care worker from Mexico and now an NDWA National Organizer.



# STATEMENT OF VISION AND VALUES

We are nannies, house cleaners and care workers. Our work is some of the most important work in the world, but often it doesn't get the respect it deserves.

## At NDWA, we are working toward a beautiful vision.

- We are working toward a day when our work--and all work--will be fully valued and respected.
- We want to make sure that children, elders and people with disabilities have the care and support that they need.
- We want to bring an end to racism, sexism, classism, xenophobia, ableism, and any other attacks on our communities.
- We want an economy and democracy that will work for all.

To win this vision, we must work together to build an alliance that is healthy and unified and that is able to project our collective power.

## As NDWA members, we agree to uphold these values:

- **Shared strategy and vision.** We act in a coordinated way as an alliance. We align around a shared strategy and messaging and we are unified in the ways we talk about our work to external audiences.
- **Shared leadership.** We share our ideas, and listen respectfully to others. We support each other in taking on leadership roles, and we respect our organization's leadership structures and the people in them.
- **Connection and care.** We work to understand one another's challenges and dreams as our own. We treat ourselves and each other with care and respect.
- **Respect, dignity and honesty.** We're not destructive and critical of each other or our organization. We encourage dialogue and loving critique to make our organization better through conversations, transparency and accountability. We work together with our shared vision and goals in mind.
- **Centering the voices, vision and needs of the people most directly impacted by the intersections** of racism, sexism, classism, homophobia and other forms of oppression, and working together for our collective liberation. We seek solutions that will raise us all up, leaving no one behind.

## Furthermore, we agree to:

- Respect decisions made by NDWA's staff and Board. Members are not directors, employees, officials or agents of NDWA.
- Be truthful and ethical in all activities conducted on behalf of NDWA
- Only represent NDWA to the media, ally organizations or government if we are selected and trained to do so by NDWA staff, so that we ensure common messages.
- Not conduct activities in NDWA's name unless we are explicitly authorized to do so, in writing, by NDWA staff.

*NDWA reserves the right to discontinue any individual's membership at any time, for any reason including failure to uphold this statement of vision and values.*



# A SHORT HISTORY OF OUR ALLIANCE

When some of the most important labor laws were passed in the United States in the 1930s and 1940s, domestic workers were explicitly excluded. Work done in private homes, mostly by Black women and immigrant women, wasn't valued and considered worthy of protection from abuse. Since then, nannies, housecleaners and care workers have been organizing to right this historic wrong. The National Domestic Workers Alliance is part of a long tradition of workers just like you coming together to demand respect--and winning!

Our alliance was founded in 2007 by 13 small groups of domestic workers who had been working to improve conditions for the workforce in their own towns and cities for many years. In 2007, they decided to come together and form a national alliance. We've grown a lot since these first 13 organizations founded NDWA! NDWA now has thousands of members, and over 70 affiliate organizations and chapters all around the country.

## We've accomplished a lot since 2007. Our major achievements include:

- Conducting Home Economics, the first national research project on domestic workers in the United States.
- Winning Domestic Worker Bills of Rights in New York, California, Hawaii, Massachusetts, Connecticut, Oregon, Illinois, New Mexico, Virginia, Nevada, Philadelphia, Seattle and San Francisco. And introducing the National Domestic Workers Bill of Rights into US Congress in 2019 and again in 2021!
- Winning overtime protections for millions of care workers.
- Leading campaigns like Families Belong Together to win fair immigration policies.
- Elevating the leadership of Black domestic workers through the We Dream in Black program.
- Helping to launch the International Domestic Worker Federation, and to pass the first International Labor Convention on domestic work in 2011.
- Supporting hundreds of domestic workers as powerful leaders--of their local organizations, of our alliance, and of our movement.
- And much more!

We've accomplished a lot--and we're just getting started! There's still so much work to do so that all nannies, care workers and housecleaners can work with respect and dignity. Now that you are part of our alliance, we are even stronger!



# OUR CHAPTERS AND AFFILIATES

NDWA affiliates and chapters are local organizations where you can find support, information on your rights and more. ! If there is one in your area, visit their website to find out how to get involved.

<b>State</b>	<b>City</b>	<b>Name of Chapter/Affiliate</b>	<b>Website</b>
Alabama	Birmingham	Adelante Alabama Worker Center	<a href="http://adelantealabama.org">adelantealabama.org</a>
Arizona	Phoenix	Puente Human Rights Movement	<a href="http://puenteaz.org">puenteaz.org</a>
California	SF Bay Area	South Bay Chapter	<a href="http://domesticworkers.org">domesticworkers.org</a>
California	Santa Ana	Centro Cultural de Mexico	<a href="http://elcentroculturaldemexico.org">elcentroculturaldemexico.org</a>
California	Bay Area	People's Association of Workers and Immigrants	<a href="http://pawis-sv.com">pawis-sv.com</a>
California	San Francisco	La Colectiva de Mujeres	<a href="http://lacolectivasf.org">lacolectivasf.org</a>
California	Oakland	Filipino Advocates for Justice	<a href="http://filipinos4justice.org">filipinos4justice.org</a>
California	Long Beach	Filipino Migrant Center	<a href="http://filipinomigrantcenter.org">filipinomigrantcenter.org</a>
California	Santa Rosa	Graton Day Labor Center	<a href="http://gratondaylabor.org">gratondaylabor.org</a>
California	Los Angeles	IDEPSCA	<a href="http://idepsca.org">idepsca.org</a>
California	Bay Area	Mujeres Unidas y Activas	<a href="http://mujeresunidas.net">mujeresunidas.net</a>
California	Los Angeles	Pilipino Workers Center of Southern CA	<a href="http://pwcs.org">pwcs.org</a>
California	San Francisco	Chinese Progressive Association	<a href="http://cpasf.org">cpasf.org</a>
California	San Francisco	Filipino Community Center	<a href="http://filipinocc.org">filipinocc.org</a>
California	Los Angeles	CHIRLA	<a href="http://chirla.org">chirla.org</a>
California	Pomona	Pomona Economic Opportunity Center	<a href="http://pomonadaylabor.org">pomonadaylabor.org</a>

Colorado	Denver	Centro Humanitario	<a href="http://centrohumanitario.org">centrohumanitario.org</a>
Connecticut	Bridgeport	Brazilian Workers Center	<a href="http://braziliancenter.org">braziliancenter.org</a>
Florida	Broward	Women Working Together USA	<a href="http://womenworkingtogetherusa.org">womenworkingtogetherusa.org</a>
Florida	Miami	Miami Workers Center	<a href="http://miamiworkerscenter.org">miamiworkerscenter.org</a>
Georgia		NDWA GA We Dream in Black Chapter	<a href="http://domesticworkers.org/wedib">domesticworkers.org/wedib</a>
Hawaii	Honolulu	Faith Action for Community Equity	<a href="http://faithactionhawaii.org">faithactionhawaii.org</a>
Illinois	Chicago	AFIRE	<a href="http://afirechicago.org">afirechicago.org</a>
Illinois	Chicago	Latino Union of Chicago	<a href="http://latinounion.org">latinounion.org</a>
Illinois	Chicago	Arise Chicago	<a href="http://arisechicago.org">arisechicago.org</a>
Massachusetts	Boston	Brazilian Women's Group	<a href="http://verdeamarelo.org">verdeamarelo.org</a>
Massachusetts	Boston	Dominican Development Center	<a href="http://dominicanddevelopmentcenter.org">dominicanddevelopmentcenter.org</a>
Massachusetts	Boston	Matahari Women Workers' Center	<a href="http://mataharijustice.org">mataharijustice.org</a>
Massachusetts	Lynn	Lynn Worker Center	<a href="https://facebook.com/LynnWorkerCenter1">facebook.com/LynnWorkerCenter1</a>
Massachusetts	Boston	Brazilian Workers Center	<a href="http://braziliancenter.org">braziliancenter.org</a>
Maryland, Virginia, & Pennsylvania		CASA	<a href="http://wearecasa.org">wearecasa.org</a>
Minnesota	St. Paul	TakeAction Minnesota	<a href="http://takeactionminnesota.org">takeactionminnesota.org</a>
National Dreamers Mom			<a href="https://facebook.com/DREAMersMoms">facebook.com/DREAMersMoms</a>
North Carolina		NDWA NC We Dream in Black Chapter	<a href="http://domesticworkers.org/wedib">domesticworkers.org/wedib</a>
Nevada	Las Vegas	Arriba Las Vegas Worker Center	<a href="http://arribalassvegas.org">arribalassvegas.org</a>
New Jersey	Lakewood	New Labor	<a href="http://newlabor.org">newlabor.org</a>
New Jersey	Freehold	Casa Freehold	<a href="http://casafreehold.org">casafreehold.org</a>
New Jersey	Morristown	Wind of the Spirit	<a href="http://wotsnj.org">wotsnj.org</a>

New Mexico	Albuquerque	Ole	<a href="http://olenm.org">olenm.org</a>
New Mexico	Albuquerque	El Centro de Igualdad y Derechos	<a href="http://elcentronm.org">elcentronm.org</a>
New Mexico	Albuquerque	Encuentro	<a href="http://encuentronm.org">encuentronm.org</a>
New Mexico	Albuquerque	NM Direct Caregivers Coalition	<a href="http://nmdcc.org">nmdcc.org</a>
New York		NDWA NY Chapter	<a href="https://facebook.com/NYdomesticworkers">facebook.com/NYdomesticworkers</a>
New York	New York	Adhikaar	<a href="http://adhikaar.org">adhikaar.org</a>
New York	New York	Cidadao Global	<a href="http://cidaoaglobal.org">cidaoaglobal.org</a>
New York	New York	Damayan Migrant Workers Association	<a href="http://damayanmigrants.org">damayanmigrants.org</a>
New York	New York	New Immigrant Community Empowerment	<a href="http://nynice.org">nynice.org</a>
New York	New York	Golden Steps Elder Care Cooperative	<a href="http://goldensteps.coop">goldensteps.coop</a>
New York	New York	Haitian Women for Haitian Refugees	<a href="http://haitianrefugees.org">haitianrefugees.org</a>
New York	Staten Island	La Colmena	<a href="http://lacolmenanyc.org">lacolmenanyc.org</a>
New York	Long Island	Unity Housecleaners LLC	<a href="https://facebook.com/WorkplaceProject">facebook.com/WorkplaceProject</a>
New York	New York	Carroll Gardens Association	<a href="http://carrollgardensassociation.com">carrollgardensassociation.com</a>
New York	New York	Workers Justice Project	<a href="http://workersjustice.org">workersjustice.org</a>
New York	Westchester	Westchester Community Resource Center	<a href="http://crcny.org">crcny.org</a>
New York	Rochester	Rochester Workers Center	<a href="http://rochesterworkerscenter.org">rochesterworkerscenter.org</a>
New York	Staten Island	El Centro del Inmigrante	<a href="http://elcentronyc.org">elcentronyc.org</a>
New York	Poughkeepsie	Nobody Leaves Mid Hudson	<a href="http://nobodyleavesmidhudson.org">nobodyleavesmidhudson.org</a>
Pennsylvania		NDWA PA Chapter	<a href="https://facebook.com/PennsylvaniaDomesticWorkersAlliance">facebook.com/PennsylvaniaDomesticWorkersAlliance</a>
Tennessee	Nashville	Tennessee Immigrant & Refugee Rights Coalition	<a href="http://tnimmigrant.org">tnimmigrant.org</a>
Tennessee	Nashville	Dignidad Obrera / Workers Dignity	<a href="http://workersdignity.org">workersdignity.org</a>
Texas	San Antonio	Domesticas Unidas	<a href="http://domesticasunidas.org">domesticasunidas.org</a>

Texas	Alamo	Fuerza del Valle Worker Center	<a href="http://fuerzadelvalle.org">fuerzadelvalle.org</a>
Texas	Houston	Fe y Justicia Worker Center	<a href="http://houstonworkers.org">houstonworkers.org</a>
Texas	San Antonio	Southwest Workers Union	<a href="http://swunion.org">swunion.org</a>
Texas	El Paso	AYUDA	<a href="https://facebook.com/ayudaorg">facebook.com/ayudaorg</a>
Texas	Austin	Central Texas Careworker Coalition / eQuality Homecare Co-op	<a href="http://equality.homecare.coop">equality.homecare.coop</a>
Texas	El Paso	Comité de Justicia Laboral	<a href="https://facebook.com/LaborJusticeCommittee">facebook.com/LaborJusticeCommittee</a>
Texas	Austin	MISMA	<a href="https://facebook.com/MISMADEAUSTIN">facebook.com/MISMADEAUSTIN</a>
Virginia	Dumfries	DREAMers Mothers in Action	<a href="https://facebook.com/DMinAction">facebook.com/DMinAction</a>
Washington	Seattle	Casa Latina	<a href="http://casa-latina.org">casa-latina.org</a>
Washington	Seattle	Fair Worker Center	<a href="http://fairworkercenter.org">fairworkercenter.org</a>
Wisconsin	Wautoma	Cooperative Care	<a href="http://cooperativecare.us">cooperativecare.us</a>





# MEMBER BENEFITS

As dues-paying members of NDWA, we are able to do so much together! The most powerful benefit of NDWA membership is the opportunity to work together to improve conditions for our whole workforce. We take action so that our work will be respected and valued--and often we win!

As a growing, national alliance, we're also able to access benefits that would be hard for any of us to access alone. For as long as you are a current dues-paying member of NDWA, you have access to the NDWA member benefits package. Note that we're always looking for ways to improve the benefits package, so these offerings may change over time.

**To get the latest information on your member benefits and to print your discount cards, visit [membership.domesticworkers.org/membership-center/](https://membership.domesticworkers.org/membership-center/) and select "Manage Your Membership."** You will need to enter the email address that you used to sign up for membership. After you enter your email address, you'll get an automatic email with a special link to access your membership information and discount cards. If you have questions, you can send an email to [membership@domesticworkers.org](mailto:membership@domesticworkers.org).

## Benefits Available to All Dues-Paying NDWA Members



### Member Only Consultations & Meetings

Dues-paying NDWA members can participate in our worker consultations and contribute ideas that guide our work, priorities and demands. In addition to the member consultations, you will receive invitations to member-only events where we develop new skills to lead in our organization and in our communities. This includes exclusive monthly meetings with NDWA's Director Jenn Stowe and President Ai-jen Poo. Keep an eye out for text messages with more information. If you're not signed up to receive NDWA text messages, text the word WORKER to 33843.



### Life insurance, powered by Amalgamated Life

Life insurance is offered to dues-paying NDWA members by Amalgamated Life. The policy is a term life policy valued at \$5,000. The life insurance benefit is an example of our strength in numbers! NDWA is able to provide this benefit exclusively to our eligible members as part of our standard benefits package

because it is a group policy, rather than an individual one, and the cost is partially covered by NDWA member dues. If a member stops paying NDWA membership dues, she or he will cease to be eligible for the policy.

In order to be eligible for group life insurance, you must reside in the United States. You will need to identify a beneficiary of your policy, and provide the beneficiary's contact information when you sign up as an NDWA member. The beneficiary named on the policy may reside anywhere, including outside of the United States. In the event that you pass away and are actively paying membership dues, your beneficiary must reach out to NDWA at [membership@domesticworkers.org](mailto:membership@domesticworkers.org) for instructions on how to file a claim.

There is an information sheet on your life insurance coverage in this package. We recommend that you share a copy of it with the person you have named as your beneficiary. If necessary, you can update your beneficiary information by logging in with the email you used to set up your membership at [membership.domesticworkers.org/membership-center/](https://membership.domesticworkers.org/membership-center/)



## Hearing aid savings benefit, powered by Your Hearing Network

As a dues-paying NDWA member, this benefit will give you and your family discounts of over 40% off retail prices on hearing aid services, along with full concierge services that support individuals on their journey to better hearing. You can use the discount program at nearly 4,000 credentialed licensed audiologists and hearing aid dispensers in all 50 U.S. states, Puerto Rico and U.S. Virgin Islands.

To access this benefit, visit [act.domesticworkers.org/a/memberportalportal.domesticworkers.org](https://act.domesticworkers.org/a/memberportalportal.domesticworkers.org), and enter the email address you used to sign up for membership. You'll receive an email with a special link to log into the portal. Once you're logged in, scroll down to "Hearing Aids and Screenings." For more information or to schedule an appointment, call toll free 1-844-340-4615, Monday – Friday, 8:00am – 8:00pm EST.



## Entertainment and movie ticket discounts powered by Union Plus

Leisure and family time can lift you up and help sustain you through the hard work you do. As a dues-paying NDWA member, savings and discounts on the cost of movie tickets and rentals, theme parks, theaters, and sports like Major League Baseball are yours to enjoy.

To access this benefit, visit [act.domesticworkers.org/a/memberportalportal.domesticworkers.org](https://act.domesticworkers.org/a/memberportalportal.domesticworkers.org), and enter the email address you used to sign up for membership. You'll receive an email with a special link to log into the portal. Once you're logged in, scroll down to "Movies and Entertainment Discounts," and you will be redirected to the Union Plus website where you need to subscribe using NDWA as your "selected union" to redeem your discounts. You can get your tickets online or redeem them at certain venues.



## Vision Care Discounts, powered by Union Plus

NDWA dues-paying members can access discounts on vision care, services and materials. To access this benefit, visit [act.domesticworkers.org/a/memberportalportal.domesticworkers.org](https://act.domesticworkers.org/a/memberportalportal.domesticworkers.org), and enter the email address you used to sign up for membership. You'll receive an email with a special link to log into the portal. Once you're logged in, scroll down to "Vision Care" to access the printable Union Plus discount card. You will also find information on how to access an eye doctor and schedule an appointment.



## Prescription discounts, powered by Union Plus

NDWA dues-paying members can access discounts on prescription medication. To access this benefit, visit [act.domesticworkers.org/a/memberportalportal.domesticworkers.org](https://act.domesticworkers.org/a/memberportalportal.domesticworkers.org), and enter the email address you used to sign up for membership. You'll receive an email with a special link to log into the portal. Once you're logged in, scroll down to "Prescription Discounts" to access the printable WellCardRx discount card and for information on how to find a pharmacy or provider.



## Trainings

As a dues-paying member of NDWA, you have access to opportunities to learn and further develop your skills. When you visit [membership.domesticworkers.org](https://membership.domesticworkers.org), click on "Build Skills" and "Resources." You will find tip sheets and other training resources on a wide variety of topics, specifically designed for nannies, care workers and house cleaners. From time to time, you will also receive special invitations to phone and webinar presentations to learn new skills in your field and as a leader in the domestic worker movement.

## Enhanced Benefits, Available at an Additional Cost

In addition to the offerings in your NDWA Member Benefits package, you may choose to add on these enhanced benefits, which are available to NDWA members at an additional cost. You can add them to your package by visiting [act.domesticworkers.org/a/memberportal](https://act.domesticworkers.org/a/memberportal).



## Dental health discounts, powered by Union Plus

NDWA members and their household family members can enjoy savings of 20% to 50% on dental care with one of the largest dental networks in the nation. This is an enhanced benefit that comes at an additional cost. **Plans start at \$7.95/month.**

To access this benefit, visit [act.domesticworkers.org/a/memberportal](https://act.domesticworkers.org/a/memberportal), and enter the email address you used to sign up for membership. You'll receive an email with a special link to log into the portal. Once you're logged in, scroll down to "Dental Discounts." When you click on "Visit Website", you will be redirected to the Union Plus site where you need to subscribe using NDWA as your "selected union" to redeem your discounts. You can find a list of providers on the Union Plus website or request a printed list mailed to you by calling toll free to the Union Plus health benefits info-line: (877) 570-4845.



## Enhanced vision health discounts, powered by Union Plus

Above and beyond the basic vision health discount that is included in your member benefits package, NDWA members and their families have access to great savings in eye exams, eyewear, contacts and more. Save at more than 44,000 eye care providers and retail locations found on the EyeMed Advantage Network. This is an enhanced benefit that comes at an additional cost. **Plans start at \$5/month.**

To access this benefit, visit [act.domesticworkers.org/a/memberportalportal.domesticworkers.org](https://act.domesticworkers.org/a/memberportalportal.domesticworkers.org), and enter the email address you used to sign up for membership. You'll receive an email with a special link to log into the portal. Once you're logged in, scroll down to "Enhanced vision discounts." You will be redirected to the Union Plus site where you need to subscribe using NDWA as your "selected union" to redeem your discounts. You can find a list of providers on the Union Plus website or request a printed list mailed to you by calling toll free to the Union Plus health benefits info-line: (877) 570-4845.



# GROUP LIFE INSURANCE

Information on our policy and how to file a claim

**We recommend that you keep this document for your records and that you share a copy with the person you named as your life insurance beneficiary.**

## General Information on Our Policy:

- Group life insurance is offered by Amalgamated Life to NDWA dues paying members. The cost of the life insurance policy is included in NDWA membership dues. There is not a separate additional cost to members. If a member stops paying NDWA membership dues, she or he will cease to be eligible for the policy and will no longer have coverage under the group policy.
- The policy is a term life policy valued at \$5,000 USD.
- NDWA members will need to identify a beneficiary of their policy, and provide the beneficiary's contact information, when joining NDWA membership. If you have not yet identified your beneficiary, we ask that you do so immediately by logging into your membership account at [act.domesticworkers.org/a/memberportal](https://act.domesticworkers.org/a/memberportal)
- In order to be eligible for group life insurance, the NDWA member must reside in the United States.
- The beneficiary named on the policy may reside anywhere, and is not limited to US residents (i.e. the person named by the member as the recipient of the policy funds may live within or outside of the US).

NDWA is able to provide life insurance to its dues-paying members at a significantly reduced rate because it is a group, not an individual, policy, which is why only dues-paying members of NDWA can access and receive this benefit. A portion of the dues collected from NDWA contributes to the funding to pay for the life insurance benefit.

## To File a Claim:

In the case that a member passes away, NDWA must be notified via email to [membership@domesticworkers.org](mailto:membership@domesticworkers.org). Please include the member's name, email or phone and your relationship with them. In order to file the life insurance claim, the beneficiary will also need the member's Social Security Number or ITIN. Please ensure your beneficiary has that information.