

**WAGES:** *At least* the minimum wage legally established for most other workers. Specific days on which wages will be paid. (Gifts of food, clothing, etc., are *not* a part of wages nor a substitute for adequate wages.)

**HOURS:** Schedule of work days and hours you prefer. Changes to be arranged by mutual consent. Arrangements about paid and unpaid days off.

**DUTIES:** Notation of specific tasks, frequency, and desired standards.

**CHILDREN:** Clear understanding of her responsibility in relation to the children.

**OTHER:** Agreement on SOCIAL SECURITY contributions (a legal obligation for most), LUNCH arrangements, TELEPHONE privileges, etc. ACCIDENT COVERAGE in your homeowner's or tenant's policy.

You probably realize by now that YOUR COMMITTEE'S job will also include the task of changing employer ATTITUDES.

#### POWER TO YOU!



MRS. HALL found herself deeply involved in social welfare activities at increasingly responsible levels. She called the training program office and secured a household technician to work 8 hours a day 5 days a week. The employee was skilled in cleaning, competent to handle three school-age children, and qualified to prepare simple meals. She received \$100 a week with time and a half for overtime, 1 week's paid vacation after 1 year, 6 paid holidays a year, and specified sick pay. . . . THE WORKER, mother of six children, had worked only intermittently prior to training and earned \$10 to \$12 a day. She is especially pleased with the confidence and "know-how" gained in the training course as well as in having a steady job. The employer is delighted: "She more than meets my bill!"

MRS. SMITH worked odd hours, had a small child, and needed a trained worker half a day, 5 days a week. The household technician she secured, trained to work efficiently without supervision, was just what she needed. The training program, having established a business that matched part-time and day workers with employers needing such help, was able to guarantee the worker \$95 a week, plus fringe benefits, from two half-time jobs. Previously THE WORKER had struggled to support herself and her invalid husband on casual, low-paid work.

MRS. DAVIS wanted her home thoroughly cleaned once a week. The training program for household workers had developed a cooperative specializing in team-cleaning and other household services. THE TEAM employed by the cooperative and regularly servicing her area consists of a former welfare mother of six children and a woman whose sporadic employment had paid only \$1 an hour when she worked. Now, after careful training, they are specialists and guaranteed a 40-hour week at \$1.75 an hour plus a week's paid vacation each year. "Maximum results with minimum disruption" is the way Mrs. Davis describes the team program.

#### WHERE TO GET FURTHER INFORMATION

Women's Bureau  
Wage and Labor Standards Administration  
U.S. Department of Labor  
Washington, D.C. 20210

National Committee on Household Employment  
1346 Connecticut Avenue NW.  
Washington, D.C. 20036

(The NCHE will provide materials on developing standards, existing training programs, sample contracts, etc.)

Cover photo: Courtesy of National Council of Jewish Women.

★ U. S. GOVERNMENT PRINTING OFFICE : 1970 O - 372-427

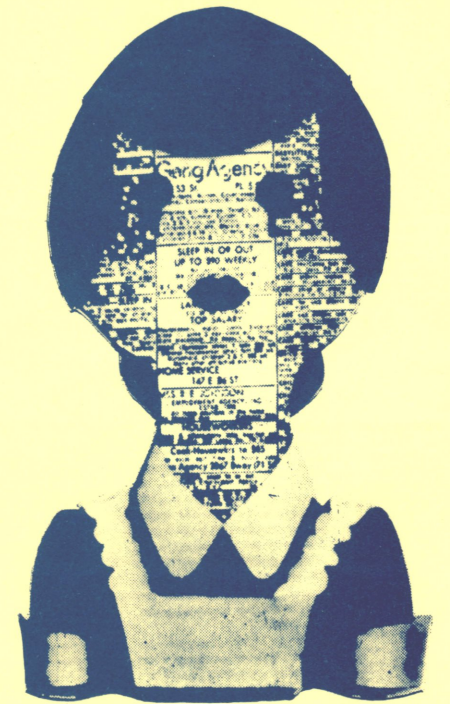
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**IF ONLY  
I could get  
some  
household  
help!**



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Leaflet 51  
1969

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Wailing "IF ONLY" won't solve the problem. Problem-solving ACTION is needed.

The modern home—replete with complex, expensive devices; new fabrics; and specialized cleaning agents—requires a worker who is both well trained and reliable.

"HOW CAN I GET THIS PARAGON?"



TWO THINGS ARE NECESSARY—

- TRAINED workers must be available.
- GOOD STANDARDS must be widely accepted.

and YOU can do a lot to get both.

You hear it all over town—in offices, schools, clubs, coffee klatches, church groups, dinner parties—"IF ONLY I COULD GET SOME HELP AT HOME." The reasons for this complaint are numerous and valid. More trained, reliable household employees would allow many women to:

- Enjoy dual roles as homemakers and earners, or
- Spend more time with their children and husbands, or
- Serve as volunteers, or
- Continue their education, or
- Make clothes for themselves and their children, or
- Have time for other activities of their own choice.

Why can't you find trained, reliable household workers to release you for doing YOUR "thing"? EVERYONE WOULD BENEFIT.

## MAKING TRAINED WORKERS AVAILABLE

Finding trained household workers is difficult. Developing efficient household employees is like any other occupational training. It requires financing and specialized trainers, facilities, and recruitment programs.

Action is needed in every community. It will have to be INITIATED BY YOU, the employer. Follow the example of other housewives who have banded together to get training programs established.

### How To Do It?

#### FORM A COMMITTEE:

- Get together a small group of friends or representatives of local organizations committed to establishing a training program.
- Write the National Committee on Household Employment for names of organizations in your area affiliated with the National Committee.
- Seek the assistance of the State Employment Service office in your locality; ask for its participation.
- Involve your school system—the vocational education program.
- If you live in a small town, don't forget your county office of the Co-operative Extension Service of the U.S. Department of Agriculture.



SET UP A PUBLIC MEETING to spotlight BOTH the need for such trained workers and the need for good standards for employment. Ask the National Committee on Household Employment or the Women's Bureau to help you get a speaker. To get a big "turnout," appoint a publicity committee to involve the mass media and the community.

MOBILIZE ALL POSSIBLE RESOURCES in your particular community WITH THIS COMMUNITY SUPPORT as a base. Contributions will vary from helping with fundraising to actual training. Agencies assisting with similar projects include: public vocational schools, community colleges, technical institutes, State Employment Services, Extension Services, chambers of commerce, labor unions, local health and welfare associations, and churches.

Sound like a tall order? It's been done successfully in a number of communities. And the success has a "two-way stretch"—benefiting both employers and employees.

## DEVELOPING GOOD STANDARDS

Through the years good standards have been established for many workers in business and industry, but not for household employees. Good training alone will not solve the problem. Standards must be provided for this occupation, too. And that's up to YOU, the employer.

Relations between employer and employee in the home should be businesslike, based on MUTUAL NEED and MUTUAL RESPECT. Gone—and happily gone—are the days when your Victorian predecessors said: "My Mildred—why she's a member of the family!" Mrs. Mildred Doe, household employee of the 1970's, home technician, doesn't *want* to be a member of your family! She wants to do a day's or week's work for an employer in return for a fair wage, proper and defined hours, decent working conditions, and mutual respect.

Here are the concrete elements of the standards essential for successful employer-employee relations in the home.

!!!JOT THESE DOWN prior to the interview with the prospective employee!!!

When the employee arrives, do have a friendly but businesslike discussion, being very specific on these points and in answering the questions she will raise.