

From NDWA Guidelines for Working with Cleaners:

1. Intro

The cleaner who takes care of your home is a critical partner in making a guest's stay a great experience, and we know you want to make sure you're treating the cleaners with the dignity and respect they deserve.

The National Domestic Workers Alliance (NDWA) is an association for cleaners, nannies, and home care providers. We've created this guide to help you be a good and fair cleaning client.

2. Here are the 4 main areas of being a good and fair cleaning client :

There are different interpretations of "fair," but a living wage is the lowest wage that can adequately provide a living for someone to support themselves and their family.

Fair Compensation

For cleaners who are self-employed a living wage starts at \$25 per hour, and for cleaners paid by a cleaning company it starts at \$15 per hour.

Find out more about Fair Compensation [here](#).

This means making sure the work environment--your home--is a place where the cleaner's health and safety is protected. This includes avoiding exposure to toxic chemicals and that there's no tolerance for harassment, discrimination, or disrespectful behavior.

Health, Safety, and
Dignity

Find out more about Health, Safety and Dignity [here](#).

When everyone knows what to do, things just work better! Clear, open communication between cleaners and hosts is important to a good working relationship.

Clear Expectations

Find out more about Clear Expectations [here](#).

The vital work of cleaning someone else's home can be isolating and lonely work, but a peer network can help. At NDWA, cleaners have access to support, training and professional development as a NDWA member.

[Click here for more information about NDWA.](#)

Access to Association for
Cleaners

3. GUIDELINES

What should I pay the person who cleans my home for their service?

For cleaners who are self-employed a living wage starts at \$25 per hour and for cleaners employed by a cleaning company, a living wage starts at \$15 per hour. This is because self-employed cleaners have more out of pocket costs than cleaners employed by a company.

Self employed cleaners pay the employee and employer share of taxes and do not receive employer benefits such as health care, supplies or other expenses. Cleaning companies often cover such expenses for the cleaners they employ. If you hire a company, it's important to ask what the person who cleans your home is paid hourly and whether the company provides benefits.

In addition to a living wage, there are other considerations for establishing fair compensation. You should also consider the degree of difficulty of the work, such as the size of the home to be cleaned, and if there are any deep cleaning tasks such as cleaning an oven, fridge, baseboards, inside windows or in-between window panes or doing laundry. If you expect cleaning products to be provided by the cleaner this cost should be included in their compensation.

If you'd like, you could also take into consideration their level of experience, whether or not they have travel costs, and other life circumstances.

What is the difference between minimum wage and living wage?

A living wage is the lowest wage that can provide a living for someone to support themselves and their family. Minimum wage is set by law and is the minimum an employer is allowed to pay a worker. Minimum wage is generally too low to live on.

Fair Compensation

A mutually agreed upon wage that takes into account industry norms, regional cost of living, work-related expenses, and experience.

Currently, the federal Minimum Wage is \$7.25. A full-time worker (working 40 hours/week) at \$15/hour has an annual salary of \$31,200. And a worker (working 40 hours/week) earning the federal minimum wage of \$7.25/hour earns \$15,000 per year.

Should I provide cleaning supplies?

It's up to you, but if you ask the cleaner to provide them make sure their compensation

includes the cost of cleaning supplies.

If you provide cleaning supplies yourself:

- Choose non-toxic/green cleaning products for the safety of your cleaner.
- If bleach or other strong chemicals are necessary, provide safety equipment (such as rubber gloves and a mask) and make sure that the area is ventilated.
- If you need your cleaner to reach high areas make sure you provide an extendable

duster so they don't need to stand on a chair or countertop. -----

How can I help prevent injuries on the job?

The first step is not to ask your cleaner to do anything that is dangerous. Some activities that could be dangerous are:

- living heavy objects such as furniture,
- cleaning high areas without equipment that can reach from the floor, such as an extendable duster, or
- using toxic cleaning chemicals in an unventilated area or without a mask.

It's not working out, how should I go about ending the working relationship?

Hopefully, you defined termination notice and severance in your working agreement. If you didn't, it's fairly standard to give two weeks notice and offer 1-2 weeks severance pay. If you are comfortable providing a good reference for the cleaner, it's always nice to offer.

DIY safe cleaning

{<https://drive.google.com/open?id=0B8nQF1gxVTF8THVhb244WUxCX2liTHV5aHo2T3FDTDIGbW9v> }

HAZARDOUS CHEMICALS RESOURCE:

<https://drive.google.com/open?id=0B8nQF1gxVTF8UHY3VIZ3Qm5SYkV3dzdXcllFcFRHbThPSG1z>