

THE EMPLOYER'S GUIDE TO HOLIDAYS & BONUSES



How to be thoughtful and do right at the end of the year

The three core tenets of the Fair Care Pledge — **Fair Pay, Clear Expectations, and Paid Time Off**— can help guide you when planning for the holiday season and the end of the year.



Calculating a bonus

An average year-end bonus **is usually one to two weeks pay**, although you can of course choose to give more. Think of the bonus as an expression of how much you value your employee, as well as an opportunity to tell her, whether in person or in a note! Give generously within what you can afford; if a cash bonus isn't possible, look for an alternative gesture of appreciation such as extra paid time off. You may wish to let her know to expect a bonus so she can take it into consideration when making her own holiday plans.



Is it time for a raise?

If your employee has taken on more responsibilities over the past year, an increase in wages is a more appropriate way to compensate her for stepping up. The end of the year is a good time to do this if you don't yet have periodic check-ins or annual reviews. Even if the job description hasn't changed, it might still be time for a cost-of-living raise.



Your plans

Communicate any holiday-related changes in your schedule as early as possible. If you need extra help, whether it's an attendant to travel with you or a party that necessitates extra cleaning—begin discussing this a.s.a.p.. If you will not need her on days you originally hired her to work, you should still pay her for this time. Consider it an additional gift!



Their plans

Your employee is also looking forward to their own holiday traditions, so make sure to give generously and think as generously as possible. Remember the best practice: two weeks vacation at minimum, with one of the weeks at the time of her choosing. Because this year's end has many workers concerned about changing immigration policies, consider whether your employee might need extra time off between now and January 20th.



Gifts

Not required but always appreciated! Note that a thoughtful gift is not the same as a bonus. But happily, both provide you with a great opportunity to communicate [what you valued about your employee's work over the past year](#).





New ideas for the new year

This year, there are two new ways you can support the person you employ! Gift him or her a one-year membership to the [National Domestic Workers Alliance](#). If you employ a cleaner, consider joining [Alia](#) in New York, where for \$5 a month you can contribute towards paid benefits for them.

Here's what domestic workers we know have said a bonus means to them:

*" Getting a bonus
makes you feel
appreciated."*

" Appreciated, 100%"

*" It makes me feel loyal.
A bonus assures one why
they're working for you."*

*" It says Thank You for
all the things you've done
during the whole year."*

*" I look forward to
the time for rest and
relaxation—plus the
extra to put toward
my savings."*

" Feeling recognized"

*" A bonus and paid time
off show how much my
employer values my work.
It gives me a sense of
dedication to my family. When
they are back from their
vacation, I'm here waiting."*

" Gratitude"

*" It makes me feel
loved and deserving."*

*" This is the best
part of the year."*

*" For me, it's a form of
appreciating me and taking
my work into account."*

*May the rest of this year be filled with light,
love, and support for you both.*

Take the Fair Care Pledge: faircarepledge.com