



# Commission on the Economic Status of Women

59-B State Capitol • Saint Paul, Minnesota 55155 • (612) 296-8590 **850391**

## Members

Sen. Linda Berglin  
Sen. Patricia Kronebusch  
Sen. Marilyn Lantry, Vice-Chair  
Sen. Eric Petty  
Sen. Ember Reichgott  
Rep. Karen Clark  
Rep. Sharon Coleman  
Rep. Dorothy Hokr  
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Rep. Linda Scheid

## Staff

Aviva Breen, Executive Director  
Cheryl Hoium, Program Associate  
Bonnie Watkins, Program Associate

TO: GOVERNOR PERPICH  
MEMBERS OF THE LEGISLATURE

FROM: AVIVA BREEN *AB*  
EXECUTIVE DIRECTOR

JANUARY 17, 1985

ENCLOSED IS THE REPORT OF THE COMMISSION ON THE  
ECONOMIC STATUS OF WOMEN AS REQUIRED BY MINNESOTA  
STATUTES SECTION 3.922 Subdivision 4.

Pursuant to Mn Stat 3.9222, sec 4

## COMMISSION ON THE ECONOMIC STATUS OF WOMEN

Annual Program Report  
December 15, 1984

The legislative advisory Council on the Economic Status of Women was created by the Minnesota Legislature in 1976. In 1981, the Council was established as a permanent agency in the legislative branch of Minnesota state government. The Council name was changed to Commission in 1983.

Minnesota Statutes 3.9222 outline the role of the Commission:

"The commission shall study all matters relating to the economic status of women in Minnesota, including economic security of homemakers and women in the labor force, opportunities for educational and vocational training, employment opportunities, the contributions of women to the economy, their access to benefits and services provided to citizens of this state, and laws and business practices constituting barriers to the full participation of women in the economy. In addition the commission shall study the adequacy of programs and services relating to families in Minnesota, including single-parent families and members beyond the nuclear or immediate family."

Funds for the operation of the Commission are appropriated by the legislature each biennium, and administered by the Legislative Coordinating Commission.

Commission on the Economic Status of Women  
B-59 State Capitol, St. Paul, MN 55155  
296-8590 or 1-800-652-9747

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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This report covers the activities of the Commission from December 31, 1983 to December 31, 1984.

MEETINGS AND HEARINGS

January 9, 1984	Development of legislative program, St. Paul.
January 24, 1984	Presentation of Minnesota Women's Economic Action Plan, St. Paul.
February 23, 1984	Development of legislative program, St. Paul.
May 31, 1984	Business Meeting
July 9, 1984	Open Hearing, Marshall.
August 8, 1984	Open Hearing, Moorhead
October 1, 1984	Public hearing on Health Issues and Teen-Age Pregnancy, St. Paul.
November 15, 1984	Business Meeting and Development of Legislative Proposals.
December 13, 1984	Business Meeting and Development of Legislative Proposals.

TASK FORCES

Task Force on Midlife Women, November, 1983 to February, 1984, made recommendations on family law, employment, and other topics of special concern to this group.

Task Force on Sex Equity in Education, K-12, June, 1984 to October, 1984, developed recommendations and a report on this topic.

LEGISLATIVE PROGRAM

Each session the Commission endorses legislative proposals designed to improve the economic status of women in the state. In the 1984 session the proposals related to employment, family law, child care insurance, and human rights. A complete list of proposals for the 1984 session, including a summary of action on the 1984 proposals is included here as an appendix.



## PUBLICATIONS

The Commission published the following materials in 1984:

- 0 Vocational Education Sex Equity Report: Post-Secondary, 1984, June 1984 (43 pp.).
- 0 Women in Minnesota, August 1984 (45 pp.).
- 0 The Legal Right to Child Support, December 1984, a one page brochure explaining the laws regarding child support.
- 0 Update on Pay Equity, August 1984, an update on recent pay equity legislation.
- 0 Ten Newsletter Issues. Newsletters provide announcements of Commission meetings and publications as well as summaries of legislative proposals, report summaries, statistical information and other information on the economic status of women. Topics this year included:

Married couple families	Goals of high school girls
Earnings of Minnesota women	Vocational education enrollments
Legislative program 1984	Math and Science
Living Arrangements of Children	Rural Women
Child Care in Sweden	Highlights from Women in Minnesota
Legislative Summary 1984	Disabled Women
Women and Poverty	Teenage Pregnancy

## Publications in Progress

Report of the Education Task Force, K-12  
Profile of Women in Poverty

## ONGOING ACTIVITIES

In addition to data collection, preparation of reports, and testifying in support of Commission-endorsed legislation, the following activities are conducted on an ongoing basis.

Assistance to legislators and legislative staff. The Commission provides statistical information about women, background information on legislative issues, and information about women's resources and organizations on request from legislators and legislative staff.

Interaction with executive branch agencies. The Commission provides similar information to state agencies and works with agencies in monitoring areas of concern, avoiding duplication of effort in data-gathering, and providing assistance in implementing programs serving women's needs.

Public hearings. Public hearings, in conjunction with statistical research, form the basis for Commission reports and recommendations. Hearings may be on a particular study topic, or open to any concern participants wish to express about the economic status of women. Each year the Commission holds some hearings outside the Twin Cities to ensure a statewide focus.

Public information. The Commission receives many requests for information from the press, private corporations and foundations, women's organizations and the general public. Public information is provided by;

- 0 Making newsletters, brochures and other publications and other reports available ;
- 0 Preparing and distributing press releases about legislation, reports and hearings;
- 0 Participating in seminars, panels, workshops and advisory committees;
- 0 Reviewing grant proposals related to the economic status of women;
- 0 Providing information via telephone, including a toll-free "Women's Information Line" for callers outside the Twin Cities.

Women's Information Line. Callers may request information about individual problems in employment, finances, or other areas; statistics about women; or referral to resources such as battered women's shelters. About 30 calls are answered per day, and an average of one-fifth are from outside the Twin Cities. Overall, about 40 percent of calls are from individuals, while 25 percent are from legislators, state agencies or other government sources, 25 percent are from women's organizations, and the balance are from other sources. Requests break down into the following categories;

- 0 Employment discrimination, pregnancy rights, labor laws, and other employment-related questions, 51 percent;
- 0 Credit, insurance and other financial matters, 22 percent;
- 0 Divorce, child support, battering, housing and education, 26 percent.



LEGISLATIVE PROGRAM 1984Employment

Minimum wage - tip credit. Eliminates tip credit in computing minimum wage.

Minimum wage - Unemployment compensation. Any legislation relating to unemployment compensation should recognize the problems of eventual indexing out of full-time minimum wage workers from eligibility for unemployment compensation and the inability of part-time minimum wage workers currently to qualify.

Pay equity in local government. Requires cities, counties and school districts to conduct pay equity studies; requires these government units to establish a timetable for implementation of pay equity; and amends local personnel acts in Minnesota statutes to incorporate policy language similar to that in the 1982 pay equity law.

Video display terminals. Requires employers to provide the following for VDT operators; employer-paid eye examinations, standards for proper lighting, and glare screens, and alternative work assignments for periodic breaks.

Family law

Divorce statistics reporting. Provides for the Minnesota Department of Health to participate in the national divorce registry system; adds items to the form currently used by the national system to provide information about the economic provisions of dissolution cases in the state.

Pension assignment and marital property. Amends pension statutes to allow for garnishment to meet child support or maintenance obligations; maintains the definition of marital property which includes pension benefits and rights.

Child support guidelines. Maintains a system of guidelines for child support orders, to improve the adequacy and uniformity of support following dissolution.

Child care

Child care sliding fee. Maintains the child care sliding fee program as a categorical rather than a block grant program, and provides funding adequate to allow the program to operate in all Minnesota counties.

Child care - Capitol area. Establishes a child care program in the Capitol area for children of state employees.

Child care tax credit. Increases the amount of dependent care credit for state income tax purposes to 30 percent of cost for families with incomes below \$10,000 annually.

Child care tax deduction. Allows for a deduction for dependent care assistance from a state employee's salary, at the option of the employee, as a nontaxable employee benefit for state income tax purposes.

#### Insurance

Homemaker services, auto insurance. Increases the maximum insurance benefits payable to a nonfatally injured homemaker to \$200 per week, the same maximum benefit now allowable to the survivors of a deceased homemaker.

Insurance discrimination - primary coverage. Allows policyholders to designate priority coverage; prohibits assignment of primary coverage on the basis of sex in cases of overlapping insurance coverage.

#### Block grants

Block grants hearing. Requires annual legislative hearings to allow for state review of all block grant appropriations.

#### Human Rights

Human rights enforcement. Amends the Human Rights Act to allow increases in the amounts of permissible damages and to grant the hearing examiner discretion to award attorney's fees; allows a charging party to request a decision from the hearing examiner's office if a case has not been addressed by the Human Rights Department within 180 days; allows for referral of discrimination cases to a mediation service; and allows for other methods of providing a fair and prompt resolution of Human Rights Act charges.

#### Education

Sex equity in education. Requires the Department of Education to develop a plan for multi-cultural and sex equity education programs in all school districts, and requires the Department to promulgate rules requiring all school districts to establish such programs.



LEGISLATIVE SUMMARY 1984

Minimum Wage - Tip Credit. Decreases the tip credit over four years until it is eliminated on January 1, 1983 when tipped employees will receive the minimum wage.

Pay Equity in Local Government. Requires cities, counties, towns and school districts to conduct job evaluation studies and to establish pay equity. Reports must be made to the Department of Employee Relations by October 1, 1985, regarding implementation.

Divorce Statistics Reporting. Allows collection of additional data about the economic consequences of dissolution by the Commissioner of Health.

Child Support Guidelines. Modifies the child support guidelines to allow inclusion of certain debts in determining net income, if the debts will be repaid within 18 months and were incurred for the benefit of the child or to generate income.

Pension Assignment. Amends pension statutes to eliminate the exemption of pension income from garnishment or attachment when child support is in arrears.

Child Care Sliding Fee. Maintains the child care sliding fee program and appropriates \$1.5 million for one year.

Child Care - Capitol Area. Authorizes rental of space in the capitol complex for a private day care center for state employees.

Child Care Tax Credit. Increases the dependent care tax credit to 30% of the cost for families with income below \$24,000.

Human Rights Enforcement. Increases the statute of limitations for filing of charges, prohibits leases which require a waiver of rights by an individual, requires the Commissioner to give certain claims priority, allows an administrative hearing if the department has not acted within 180 days, allows for increased damage awards.

Homemaker services, auto insurance. Increases the maximum insurance benefits payable to a nonfatally injured homemaker to \$200 per week, the same maximum benefit now allowable to the survivors of a deceased homemaker.

Legislative issues not included in the summary were not passed.

LEGISLATIVE PROGRAM 1985Commission on the Economic Status of Women

- 0 Provides continued funding for the Commission on the Economic Status of Women.

Battered Women's Programs

- 0 Provides continued funding to the Department of Corrections for battered women's programs, services to women of color, partner services and intervention programs throughout the state.

Displaced Homemaker Programs

- 0 Provides continuing support for state displaced homemaker programs, including: local programs, state-level coordinator, advisory council, and evaluation services through the University of Minnesota.
- 0 Establishes a pilot program to waive tuition payments for AVTIs and Community colleges for persons whose eligibility for public assistance would be jeopardized by receipt of a tuition grant.

Family Planning

- 0 Provides continued funding to the Minnesota Department of Health for family planning special projects under the Community Health Services Act.

Pay Equity

- 0 Appropriates funds to complete the implementation of pay equity for state employees.
- 0 Continues to support the implementation of pay equity at the local level.

Sexual Assault Programs

- 0 Provides funding to the Department of Corrections for state coordination, administration and grants to local communities for sexual assault programs, including funds to meet increased demand for services and to expand services to currently unserved communities.

Women Offenders

- 0 Provides funding to the Department of Corrections to increase the staff complement in order to provide adequate programming to women offenders at Shakopee.



### Child Care

- 0 Maintains the child care sliding fee program as a categorical program and provides funding adequate to allow the program to operate in all Minnesota counties and serve a greater population of eligible clients.
- 0 Provides matching funds to encourage community support for public and private non-profit child care resource and referral programs and to utilize available federal dollars.
- 0 Extends the protection of licensing to all child care centers, including latchkey programs.
- 0 Ensures the provision of child care in all job training and employment programs for women.
- 0 Appropriates money to provide on-site or community based child care programs for parents enrolled at vocational schools to use while attending classes.
- 0 Continues to provide the refundable child care credit to Minnesota taxpayers with incomes below \$24,000.

### Government Initiatives to Encourage Child Care Benefits

- 0 Provides a tax credit to employers who pay for child care services for an employee.
- 0 Provides a tax credit to an employer who constructs or renovates a child care facility for employees.

### Child Support

- 0 Conforms state child support laws to new federal legislation.
- 0 Repeals the compromise agreement provisions from the parentage act.

### Maintenance Awards

- 0 Clarifies the legislature's intent that a court award permanent maintenance when a spouse's earning capacity has been permanently diminished because employment was subordinated to homemaking and/or child rearing and emphasizes the factors to be considered by the court in making an award of permanent maintenance.



### Equity in Education

- 0 Provides for legislation modeled after Title IX of the Education Amendments of 1972, including authority for the Department of Education to promulgate rules implementing the legislation.
- 0 Provides for continued state funding for the Equal Education Opportunities position and additional staff for the implementation of the above legislation, including replication of exemplary sex equity projects and inservice training of educators.
- 0 Appropriates funds to the Department of Education to maintain the Minnesota Civil Rights Information Systems (MINCRIS), to report MINCRIS results to local districts and assist them in analyzing the data, and to conduct compliance reviews.
- 0 Incorporates sex equity provisions similar to the technology legislation in programs receiving state funding or oversight.
- 0 Provides for incentive grants from the Department of Education to school districts which develop inservice programs for staff development.

### Part-Time Students

- 0 Provides for the inclusion of students registered for 6 to 11 credits in the state Scholarship and Grant program, prorating the cost of attendance.
- 0 Provides for the continuation of the state Part-Time Grant Program, making eligibility criteria consistent with the Scholarship and Grant Program.

### Teenage Pregnancy

- 0 Requires school districts to collect data and follow up on students who drop out because they are parents.
- 0 Expands the school aid formula to provide aid to school districts which target programs to teenage parents.
- 0 Provides funding for programs which assist teenage parents to complete high school by providing for the child care needs of teenage parents and providing curriculum in parenting education, child development and legal rights and responsibilities.
- 0 Targets a portion of Early Childhood Education funds to serve high risk teenage parents.

#### Extended Medical Assistance Coverage

- 0 Extends medical assistance coverage for an additional 6 months to AFDC households that have been terminated from AFDC due to the loss of the \$30 and one third work incentive disregard.

#### Video Display Terminals

- 0 Requires employers to provide video display terminal (VDT) operators with eye examinations, ergonomically correct work stations and alternate work assignments for periodic breaks.

#### Women and Minority Development Corporations

- 0 Establishes a pilot grant program in the Department of Energy and Economic Development to provide administrative and project financing to eligible women and minority development corporations.

#### Set-Aside Program for Small Business

- 0 Continues support of the state set-aside program for small businesses.
- 0 Establishes a centralized certification program for SED vendors to ensure uniform standards among all state departments and to eliminate the need for SED vendors to be certified by more than one department.

BIENNIAL BUDGET

<u>Description</u>	<u>BUDGETED FY 84</u>	<u>BUDGETED FY 85</u>	<u>BIENNIAL TOTAL</u>
Salaries and fringe	\$61,500	\$64,575	\$126,075
Repairs	\$ 200	\$ 200	\$ 400
Printing	\$11,600	\$11,600	\$ 23,200
Professional & Technical Services	\$ 1,300	\$ 825	\$ 2,125
Computer Services		\$ 1,500	\$ 1,500
Purchased Services	\$ 500	\$ 500	\$ 1,000
Communications	\$10,400	\$ 9,700	\$ 20,100
Members expense	\$ 5,000	\$ 5,000	\$ 10,000
Out of state travel		\$ 300	\$ 300
Fees		\$ 100	\$ 100
Supplies and Publications	\$ 1,200	\$ 1,200	\$ 2,400
TOTAL	\$91,700	\$95,500	\$187,200

STAFF COMPLEMENT

The Commission has a staff complement of two positions. The Assistant Director position was filled by Cheryl Hoium and Lisa Cohen on a shared-job basis. Additional funds received from the Department of Vocational Technical Education for the provision of reports allows one of the staff to provide additional hours to the Commission.