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# COMMISSION on the ECONOMIC STATUS of WOMEN

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Room B59 Capitol, St. Paul, Minnesota 55155

(612) 296-8590

NEWSLETTER #79

MAY 1984

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## ANNOUNCEMENTS

COMMISSION BUSINESS MEETING will be held on Thursday, May 31, at 11:00 AM in Room 112 of the Capitol Building, St. Paul. The agenda will include development of a hearing schedule for the summer and fall.

The Commission will conduct several hearings outside the Twin Cities area this summer, as it has in the past. When hearings are held away from the Capitol, participants are welcome to address any topic related to the economic status of women.

If you belong to a women's organization that would be interested in helping arrange a hearing in your community, please contact the Commission office. The toll-free number is 800-652-9747.

All meetings and hearings of the Commission are open to the public.



# Legislative Summary 1984

Commission Legislation which passed

Minimum Wage - Tip Credit - Beginning January 1, 1985 the tip credit, which allows employers to pay employees 20% below the minimum wage if they receive at least \$35 per month in tips, will be phased out. The credit will decrease to 15% on January 1, 1985, 10% on January 1, 1986, 5% on January 1, 1987 and beginning on January 1, 1988 all tipped employees will receive minimum wage regardless of the amount of tips they receive. Chapter 636.

Pay Equity in Local Governments - Requires all political subdivisions to establish equitable compensation relationships in their compensation to employees. A primary consideration must be comparable work value. Each political subdivision must establish a job evaluation system and conduct a job evaluation study. A report must be made to the Department of Employee Relations by October 1, 1985 and the Commissioner must report to the legislature by January 1, 1986. Results of the job evaluation study must be made available to the exclusive bargaining representative but the job study is private data until July 31, 1987. Results of the job evaluation study may not be used as evidence in any court action prior to August 1, 1987 and state court actions for failure to comply with the requirements of the act are barred until August 1, 1987. Chapter 651.

Divorce Statistics Reporting - Allows Minnesota to collect additional data at the conclusion of a marriage dissolution regarding the economic consequences of the dissolution. The data is collected by the Commissioner of Health. Allows Minnesota to participate in the National Divorce Registry, a national data collection system. Chapter 534.

Pension Assignments and Marital Property - Amends pension statutes to eliminate the exemption of pension income from garnishments or attachment when child support payments are in arrears. Chapter 547.

Child Support Guidelines - Modifies the child support guidelines to include certain debts incurred for necessities for the child or for the generation of income, in determining net income. The debts may be included only when a schedule for repayment within 18 months is established. Chapter 547.

Child Care Sliding Fee - Maintains the child care sliding fee program and appropriates additional funds of \$1.5 million for one year. Chapter 654.



Capitol Area Child Care - Authorizes the rental of space in the capitol complex for a private day care center for children of state employees. Chapter 485

Human Rights Enforcement - Amends the human rights act to prohibit any lease, contract or other agreement which requires an individual to waive his or her rights under the act; extends the statute of limitations for filing a charge with a state or local commission to 300 days; provides for sanctions for frivolous delays caused by either party; allows a charging party to ask for a hearing if no action has been taken by the Department of Human Rights within 180 days; requires the Commissioner to give priority to certain charges and to inform charging parties of the priorities and expands the private right of action. Chapter 567.

Child Care Tax Credit - Increases the amount of dependent care credit for state income tax purposes to 30% of the cost for families with incomes below \$24,000. Chapter 514.

University of Minnesota Pay Equity - Requests the regents of the University of Minnesota to conduct a job evaluation study of non-academic employees including hospital workers and report to the Legislative Commission on Employee Relations by April 1, 1985 on the classes which require pay equity or comparability adjustments, the estimated cost to provide them and the steps being taken to achieve pay equity. Chapter 456.

Commission legislation which was not passed.

Video Display Terminals - Regulates the use of video display terminals in the work place; requires employers to provide eye examinations proper lighting and work conditions and alternative work assignments or rest periods. Introduced late in session. H.F. 2333. SF 2217.

Minimum Wage - Unemployment Compensation - Eliminates the eventual indexing out of full time minimum wage workers from eligibility for unemployment compensation and allows part time minimum wage workers to qualify. Unemployment legislation was not passed.

Child Care Tax Deduction - No action on this bill. Allows a payroll tax deduction for state employees to be used for child care costs.

Insurance Discrimination - Primary Coverage - Eliminates the insurance practice of designating husband's coverage as primary. No action

Block Grant Hearings - Requires annual hearings on use of federal block grant money. Passed House. No action in Senate.

Sex Equity in Education - Requires the Department of Education to develop a plan for multi-cultural and sex equity programs in all school districts. No action this session.



Minnesota Equal Rights Amendment. No action this session.

Homemaker Services, Auto Insurance. Increases the maximum insurance benefits payable to a nonfatally injured homemaker. Passed House.  
No action in Senate.

Other Legislation related to the Economic Status of Women

Apprenticeship Programs. Bona fide apprenticeship programs which predominantly involve heavy physical labor or work on high structures will no longer be exempt from the age discrimination provisions of the state Human Rights Act. Chapter 319.

Credit Cards. Requires a credit card issuer to issue a card to a married woman in her current or former surname as she directs. Allows the credit card issuer to require that a new account be opened if it is in the former surname. Refusal to conform to this provision constitutes an unfair discriminatory practice under the state Human Rights Act. It is also a discriminatory practice to refuse to serve a woman based on her use of a current or former surname. Chapter 533.

Human Rights. Adds additional positions to the human rights department for enforcement activities to reduce the caseload. Allows the Commissioner to assign priority to cases based on early settlement or potential for widespread impact. Chapter 654.

MEED. An additional appropriation of \$30 million is given to the emergency jobs program. Chapter 654

Temporary Housing Demonstration. The Department of Economic Security will administer a program of \$250,000 in grants to provide or expand temporary housing and support services. There must be on program for families with children, one primarily for single persons and one primarily for persons leaving a shelter for victims of abuse. There will be 2 programs in the metro area and one outside the metro area. The funding ends June 30, 1985. Chapter 654.

Boards and Commissions. Requires the appointment of at least one person over 60 years of age to groups such as the State Task Force on Battered Women, the Council on Black Minnesotans and the Council on the Affairs of Spanish Speaking People. Chapter 654.

Department of Public Welfare. The Department of Public Welfare is now the Department of Human Services. The department is required to promulgate temporary and permanent rules for the AFDC program. Chapter 654.



- Community Social Services Act - Expands target groups which must be served by the Community Social Services Act to include parents with incomes at or below 70% of the state median income who are in need of child care in order to secure or retain employment, training, or education. Chapter 654.
- Income Tax Intercept - Makes the law allowing the intercept of income tax refunds of child support debtors permanent and allows the amount intercepted to include attorney's fees and costs incurred in collecting child support. Chapter 514.

For more information about these or other proposals related to the economic status of women, please contact the Commission office.

The Commission will be conducting hearings and gathering information over the summer and fall in preparation for the 1985 legislative session. That session, beginning in January 1985, will include consideration of appropriations for all state agencies for the biennium beginning July 1, 1985.

## **Newsletter Mailing List Review**

We are asking your help in ensuring that only those who wish to receive this newsletter are included on the mailing list.

IF YOU ARE RECEIVING THIS VIA INTEROFFICE MAIL, OR IF YOU ARE IN A STATE OTHER THAN MINNESOTA, AND if you do not have an "X" on the address label for this issue, please write or call the Commission office to let us know that you do want to continue receiving the newsletter. You may write to CESW, Room B59 Capitol, St. Paul MN 55155, or call 612/296-8590. If we do not hear from you before the next newsletter is prepared, your name will be taken from the list.

This is the last issue in which a "purge" notice will appear. All those now receiving the newsletter (other than interoffice and other states) will continue to do so unless they request otherwise.

Thank you for your help.



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1984 LEGISLATIVE ACTION

NEWSLETTER #79

Commission on the Economic  
Status of Women  
Room B59 Capitol  
St. Paul, MN 55155

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