



**Report to the Legislature:
Women's Economic Security Act in 2014**

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Report to the Minnesota Legislature

Women Economic Security Act (WESA) Complaint Activity Minnesota Department of Labor & Industry

The Division of Labor Standards and Apprenticeship is required under M.S. § 181.9435 to report to the Legislature annually on the type and number of employee complaints received by the Division under M.S. § 181.172 and M.S. § 181.939 through § 181.9436. This report provides the rate of resolution of complaints and the rate of repeat complaints registered against employers. The following represents data from the first 6 months of WESA enforcement, which by state law began July 1, 2014.

| Complaint Statistics – July 1, 2014 through December 31, 2014 | | | |
|--|--------------------------|--------------------------|--|
| Complaint Type | # of Complaints Received | # of Complaints Resolved | # of Repeat Complaints against an employer |
| § 181.172 – Wage Disclosure Protection | 2 | 1 | 0 |
| § 181.939 – Nursing Mothers | 3 | 2 ¹ | 0 |
| § 181.941 – Pregnancy & Parental Leave & § 181.9412 – School Conference and Activities Leave | 6 | 3 | 0 |
| § 181.9413 – Sick leave Benefits; Care of Relatives | 8 | 3 | 1 (4 complaints) |
| § 181.9414 – Pregnancy Accommodation | 1 | 1 | 0 |

¹ The complaint that remains open has had the nursing mother’s law allegation addressed within the statutory time period set in M.S. § 181.9435, subd 1.

Please note:

- For the period of January 1, 2014 – June 30, 2014, under M.S. § 181.941 the Division could have received complaints for parental leave violations. The Division did not receive any parental leave complaints during that time.
- The Division does not have any additional statistics related to complaints under M.S. § 181.942 and § 181.943. These complaints are registered under M.S. § 181.941 related to leave.

With regard to M.S. § 181.9436, the Division produced and made available several informational posters educating workers and employers about new laws under WESA. These posters can be found at the following links:

- Wage Disclosure: http://www.dli.mn.gov/LS/pdf/wage_disclosure.pdf
 - Pregnancy Leave, Pregnancy Accommodations, & Nursing Mothers: http://www.dli.mn.gov/LS/Pdf/pregnancy_nursing.pdf
 - Parental Leave: http://www.dli.mn.gov/LS/Pdf/parental_leave.pdf
 - Sick & Safe Leave: http://www.dli.mn.gov/LS/Pdf/pregnancy_nursing.pdf
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