

# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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## Biennial Report Table of Contents

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# COMMISSION ON THE ECONOMIC STATUS OF WOMEN

The Commission gathers information and advises the legislature through the following activities:

- Public hearings are conducted at the State Capitol and throughout the state. The hearings may be focused on a particular study topic or they may be open as to topic.
- Task forces are established from time to time when more intensive study is needed on a particular topic.
- Research includes data gathered and analyzed by the staff from a variety of sources, including surveys, state agencies, the U.S. Bureau of the Census and the U. S Dept. of Labor.
- Reports are provided to the legislature and the governor, including recommendations for legislative and administrative actions to improve the economic status of women.
- Legislative programs are developed each legislative session. The Commission provides information and assistance to the legislature as it considers proposals affecting women.
- Public information is provided through the Commission's publications and by responding to requests for information from a variety of individuals and organizations. Commission staff can provide basic information about women's legal and economic rights as well as statistical data about women in Minnesota.

## MEMBERSHIP OF THE COMMISSION 1991-1992

### Representatives

Karen Clark  
Alice Hausman  
Becky Lourey  
Connie Morrison  
Katy Olson, Chair

### Senators

Linda Berglin  
Janet Johnson, Vice Chair  
Terry Johnston  
Pat Piper  
Judy Traub

### Staff

Aviva Breen, Executive Director  
Cheryl Hoium, Assistant Director  
Christine Halvorson, Assistant Director

## MEETINGS AND HEARINGS

January 1, 1991  
St. Paul, MN

Commission meeting. Review of 1991 legislative agenda.  
Review of child care task force recommendations.

February 19, 1991  
Burnsville, MN

Public hearing. Housing, alternative education, battering  
and other economic issues were presented.

August 13, 1991  
St. Paul, MN

Public hearing. Presentations on violence prevention and  
education, with discussion of juvenile crime,  
high school students, school curriculum, abuse  
intervention, sexual assault and battered women's  
programs.

October 2, 1991  
Willmar

Public hearing. Issues discussed included financial aid  
programs, inclusive education, sexual harrasment in  
schools, child care, health care for elderly and  
teens and other economic issues.

October 7, 1991  
Red Wing, MN

Public hearing. Testimony on child support, family planning,  
affordable health care, STRIDE and violence issues.

November 12, 1991  
Pine City, MN

Public hearing. Testimony on child support, low wages and  
poverty, affordable health care and other economic issues.

November 19, 1991  
St. Paul, MN

Commission meeting. Review of public hearings and  
preliminary discussion of legislative agenda for 1992.

December 17, 1991  
St. Paul, MN

Commission meeting. Final adoption of legislative agenda.

June 2, 1992  
St. Paul, MN

Business meeting. Plan interim hearings.

August 18, 1992  
Austin, MN

Public hearing. Testimony on the job market, education  
equity, WIC and community health programs, child support,  
housing, sexual assault and problems of Hispanic women.

September 23, 1992  
Alexandria, MN

Public hearing. Testimony on child support, child care,  
housing and health care and other economic issues.

December 17, 1992  
St. Paul, MN

Commission meeting. Review legislative issues.

# LEGISLATIVE PROGRAM

Each session the Commission endorses legislative proposals designed to improve the economic status of women in the state. Summaries of the 1991 and 1992 proposals and action on the proposals are included in the appendices of this report.

## PUBLICATIONS

The Commission published the following materials in 1991 and 1992:

- *Commission on the Economic Status of Women*, brochure, September 1992.
- *Vocational Education Sex Equity Report: Secondary*, annual.
- *Vocational Education Sex Equity Report: Post-Secondary*, annual.
- *A Woman's Place: A Guide to Women's Economic and Legal Rights*, fifth edition, 1992.
- *Parental Leave and the Legal Rights of Pregnant Employees*, brochure, July 1992.
- *The Legal Right to Child Support*, brochure, August 1992.
- *Women's Rights in Marriage*, brochure, August 1991.
- *Marriage Dissolution and the Law*, brochure, September 1992.
- *A Guide to Child Support Cost of Living Adjustments*, November 1992.
- **Monthly Newsletter.** The monthly newsletter provides 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. Newsletters are mailed to a list of approximately 2,000 readers. Every member of the legislature receives the newsletter.

# NEWSLETTER TOPICS

## 1991

January  
February  
March  
April  
May  
June  
July  
August  
September  
October  
November  
December

1991 Legislative Agenda  
Labor Force Projections: MN & U.S.  
Family Leave Study  
Facts about U.S. Women  
Women's Education and Income  
Legislative Summary 1991  
Women-owned Businesses  
Cost of Raising Children  
Women and Pensions  
1990 Minnesota Census Data  
The Wage Gap 1990  
Child Support in U.S. 1990

## 1992

January  
February  
March  
May  
June  
July  
August  
September  
October  
November  
December

Legislative Program, 1992  
Women in Corporate Management  
Poverty in the U.S. 1990  
Legislative Summary 1992  
Household & Family Characteristics U.S. 1991  
Child Care in Minnesota  
Just the Facts, U.S. Data  
Household & Family Characteristics, MN Census  
Minnesota Women 1990: Labor Force Participation  
Poverty in Minnesota, 1990  
Women in Elective Office, MN & U.S.

## ONGOING ACTIVITIES

In addition to data collection, preparation of reports, publication of information and testimony 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 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 hearings in various locations throughout the state.

**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:

- Making newsletters, brochures and other publications and reports available;
- Preparing and distributing press releases about legislation, reports and hearings;
- Participating in seminars, panels, workshops and advisory committees;
- Reviewing grant proposals related to the economic status of women;
- Answering calls to the Commission's toll-free "Women's Information Line," used by many callers from outside the metropolitan area.

**Women's Information Line.** Many people call the Commission office for information on where to get help with employment problems, legal questions, collecting child support, divorce or starting a business. Resource and referral information is offered. Calls are from individuals, advocates, organizations, legislators or legislative staff or media. About 15 calls are answered per day and about one-fifth are from outside the Twin Cities. **Requests break down into the following categories:**

- Marriage dissolution, child support, spousal maintenance, domestic violence, welfare, housing, education;
- Credit, insurance, starting a business and other financial matters;
- Employment discrimination, parental leave and rights of pregnant employees, labor laws and other employment related questions.
- Data, including poverty and labor force statistics, demographics and requests for statistical reports.

# BIENNIAL BUDGET

DESCRIPTION	<u>BUDGETED FY'92</u>	<u>BUDGETED FY '93</u>	<u>TOTAL</u>
Salaries	\$117,800	\$117,800	\$235,600
Fringe	27,600	27,600	55,200
Repairs	\$ 500	\$ 500	\$ 1,000
Printing	\$ 9,000	\$ 9,000	\$ 18,000
Computer Services	\$ 2,500	\$ 0	\$ 2,500
Purchased Services	\$ 1,000	\$ 1,000	\$ 2,000
Communications	\$ 9,200	\$ 9,200	\$ 18,400
Members Travel and Per Diem	\$ 3,200	\$ 3,200	\$ 6,400
Staff Travel (In state)	\$ 1,200	\$ 1,200	\$ 2,400
Staff Travel (Out of state)	\$ 2,000	\$ 2,000	\$ 4,000
Supplies and Publications	\$ 1,700	\$ 1,700	\$ 3,400
Equipment	\$ 1,000	\$ 1,000	\$ 2,000
<b>TOTAL</b>	<b>\$ 176,700</b>	<b>\$ 174,200</b>	<b>\$350,900</b>
	FY 1992	FY 1993	BIENNIUM
<i>* Budget reductions for the biennium were:</i>	<i>\$ -1,000</i>	<i>\$ -6,000</i>	<i>\$ -7,000</i>

## Session 1991 Legislation Passed

### WOMEN'S PROGRAMS

#### Commission on the Economic Status of Women

(CHAP. 345) Funding for the Commission was continued.

#### Battered Women

(CHAP. 292) The biennial appropriation for battered women's shelters and advocacy services remained the same.

#### Sexual Assault Programs

(CHAP. 292) The biennial appropriation for sexual assault services remained the same.

#### Displaced Homemaker Programs

(CHAP. 292) Requires the Department of Jobs and Training to maintain the same level of funding to any displaced homemaker program which would lose funding under a new funding formula. Increased allocations could be made on the basis of a new formula. The biennial appropriation of \$2.7 million was not increased. Also expands the definition of "additional dislocated worker" to include displaced homemakers so that they may be eligible to receive services from the dislocated worker program.

### CHILD CARE

(CHAP. 292) Appropriates \$60,000 for an independent state council, the Early Childhood Care and Education Council, which will review and coordinate state agency policies regarding early childhood care and education programs. Appropriates \$120,000 of federal child care funds for the operation of the council. The governor will appoint 19 members plus 4 ex officio legislative members to the council. Requires the Department of Human Services (DHS) to work with the new council in determining how to spend federal child care funds.

Creates a \$100,000 grant program to assist child care centers and family providers in obtaining accreditation and/or certification and to achieve improved pay for child care workers.

#### Child Care Subsidy Programs

Requires DHS to develop a plan for getting federal child care reimbursements for AFDC caretakers who are not eligible for STRIDE but are participating in education, training or job search. When the plan is approved by the federal agency, DHS will make a proposal to the legislature for funding administrative costs. The state's share of funds will then be transferred from the state's Basic Sliding Fee child care subsidy program.

Gives second priority for Basic Sliding Fee child care assistance to former AFDC recipients who have completed their one year of transition assistance for child care. (First priority is applicants without a high school degree.)

Changes the way child care funding is allocated to the counties to better ensure that all funds are spent.

Ensures that child care providers will not lose funding when the state moves to the federal reimbursement rate for families participating in the Basic Sliding Fee or AFDC child care programs.

#### Resource and Referral Agencies

Requires state-funded child care resource and referral agencies to establish new or collaborate with existing community-based committees to advocate for child care needs in the community.



**Tax Credit for Family Child Care Providers**

(CHAP. 291) Gives family child care providers a tax credit if they are caring for their own children under age 6 at home. If they are income eligible, providers can take the maximum credit allowable for a child under 16 months. For children older than 16 months, the credit is based on what the provider charges for other children in the program. The credit is available to families earning less than \$27,000 annually.

**Child Care for Post-Secondary Students**

(CHAP. 356) Provides \$300,000 for a grant program to create innovative ways of providing child care for post-secondary students. Grants of \$25,000 can be awarded to the schools, a school organization or to any private, non-profit organization.

Appropriates an additional \$1 million for the biennium to the post-secondary child care fund which provides subsidies to low-income students who have child care expenses.

**DIVORCE**

(CHAP. 266) Provides that each spouse has a fiduciary duty (responsibility) for any profit or loss from the use of marital assets or a transaction that occurs without the consent of the other spouse while a divorce is pending. Allows a court to order compensation to the other spouse if marital property is transferred, concealed or disposed of while the divorce is pending.

Changes the month to file maintenance and child support cost-of-living adjustment petitions from May to any month if payments are not being made to county child support offices.

(CHAP. 271) Requires a marriage dissolution summons to contain a notice that prohibits either spouse from harassing the other or from discontinuing insurance coverage and from disposing of any assets except for necessities or to generate income.

Allows a divorce to become final without a final court hearing if the couple has no minor children and have agreed in writing to the terms of the divorce. Attorneys would not be needed. For couples with minor children, the final hearing may be waived only if they were represented by attorneys and they have signed a written agreement. A final hearing may still be scheduled by the court if it appears the agreement will not be in the best interests of the children or in the interest of justice.

Creates a pilot project for a streamlined procedure for divorces in marriages where there has been no domestic abuse, no minor children, no real estate, pension or retirement plan, no unpaid debts over \$5,000 and total marital assets do not exceed \$10,000, including an automobile. The marriage must have lasted less than 5 years. This streamlined process, called the summary dissolution process, will be evaluated by the state court administrator, who will make a report to the legislature by Oct. 1, 1995. The project will end June 30, 1996 unless the legislature authorizes its extension.

Appropriates \$30,000 to develop an educational video for the courts to use with all clients going through a divorce proceeding.

**CHILD SUPPORT****Child Support Awards**

(CHAP. 292) Requires that the child support guidelines be used in all cases when establishing or modifying child support. If there is no deviation from the guidelines, the court must indicate the amount of income used to determine the child support amount and any other factors affecting determination of support. If the guidelines are not followed, the court must give the reasons for the deviation, the specific criteria used to determine support and explain how the deviation is in the best interests of the child. The court is also required to review any stipulations made between the two parties.

Requires the parties in a child support proceeding to provide the court with documentation of their income in a timely manner. The court is allowed to base child support on the estimated earning ability of the non-custodial parent if the court finds that the non-custodial parent is voluntarily unemployed or under-employed. It is not considered voluntary unemployment or under-employment if the parent is making a bona fide career change.

Allows for a modification of a child support order if applying the guidelines would result in a monthly payment that is 20 percent and at least \$50 per month higher or lower than the current payment.

### **Child Support Enforcement**

Allows a person receiving child support or the county child support office to petition a court to suspend an occupational license of the person paying child support if payments are past due. The court may then order the licensing board to conduct a hearing on the suspension. If a licensing board receives an order from the court, it can only determine whether the past due amounts have been paid and whether suspension or probation is appropriate. If the suspension would create extreme hardship, the licensing board may order probation instead, but only for two years. During probation, the license can be suspended if monthly proof of payment is not provided to the board.

Prevents child support obligors who are more than 30 days past due in paying child support that is being collected by the county enforcement office from being eligible for a higher education grant from the state of Minnesota.

## **AFDC**

### **Family Investment Plan**

(CHAP. 292) Continues the Family Investment Plan (FIP), a welfare reform initiative within the Department of Human Services. DHS will continue to seek federal approval for the plan. Counties will be selected to test the new program, which will combine AFDC, Food Stamps and General Assistance programs into one cash grant for participating families. Participating families are required to pursue employment and training. Families who do will receive higher benefits and be allowed to keep a greater share of their earnings without losing benefits when they become employed. Field trials of FIP cannot begin until authorized by the legislature in the next biennium.

### **Rent Assistance for Family Stabilization**

(CHAP. 292) Appropriates \$3 million for rental assistance to families who are receiving public assistance, have a caretaker parent participating in a self-sufficiency program and have at least one minor child. The program will be a demonstration project in counties with high housing costs. The family will pay 30 percent of its gross income for rent. The rental assistance would be no more than \$200 and would be received for up to 36 months.

## **DOMESTIC VIOLENCE**

### **Battered Women's Advisory Council**

(CHAP. 272) Continues the Battered Women's Advisory Council with 12 members serving no more than two 2-year terms. No more than six members may represent community or government organizations that provide battered women's services. Membership must represent both metropolitan and non-metropolitan areas. The council's duties include advising the Commissioner of Corrections on planning, development, data collection, funding and evaluation of programs and services, and rules governing the awarding of grants.

### **Orders for Protection**

A person seeking an order for protection (OFP) is not required to pay a filing fee or the cost of serving the order. The court can require the offender to pay the costs.

Increases the penalty for a second violation of an OFP within two years to a gross misdemeanor and requires the court to state its reasons when jail time is not imposed. Increases the period of probation for a domestic assault from one to two years. If a person arrested for a domestic assault is released, the court can issue an OFP at the request of the prosecutor, the victim or on its own. The OFP is in force until the offender is convicted or acquitted or until charges are dismissed.

### **ECONOMIC DEVELOPMENT**

(CHAP. 354) Appropriates \$400,000 for the biennium to WomenVenture (formerly Chart/WEDCO), a non-profit corporation providing assistance and loans to low-income women interested in starting businesses.

(House Advisory 38) The House Committee on Economic Development will monitor hiring and contracting practices by businesses benefitting from state assistance.

### **FAMILY PLANNING**

(CHAP. 292) Allocates \$3.9 million for family planning grants to fund the statewide family planning hotline and special projects. The special project grants are to be distributed to eight regions in the state according to a needs-based formula. This represents an increase of \$1.9 million over the current funding level.

### **CAREGIVER SUPPORT SERVICES**

(CHAP. 292) Allocates \$1.2 million to establish a statewide resource center for caregiver support and respite care and to fund up to 36 projects to expand the respite care network in the state and to support caregivers.

### **WIC (WOMEN, INFANT, CHILDREN) PROGRAM**

(CHAP. 292) Allocates \$1.45 million to the WIC program. This is an increase of \$700,000 over the previous funding level.

## **OTHER LEGISLATION PASSED**

### **Minnesota Working Family Credit**

(CHAP. 291) Creates a refundable credit for working families with children and an income of less than \$21,134 annually.

### **Female Juvenile Offenders**

(CHAP. 135) Provides that juvenile females charged with status offenses be offered programming equivalent to male juvenile offenders.

### **Commission on Children, Youth & Their Families**

(CHAP. 265) Creates a Legislative Commission on Children, Youth and Their Families. The Commission's priority task is to determine the feasibility of creating a state agency for children and their families and to determine how to improve legislative consideration of children's issues (see vetos on this page).

### **Learning Readiness**

(CHAP. 265) Creates a "learning readiness" program for 4-year-olds, providing school districts with state aid to develop a plan and operate a program targeted to children who are developmentally disadvantaged or experiencing risk factors that may impede their learning readiness. The program must include: coordination of social services; collaboration with community-based agencies; a development and learning component; health referral services; a nutrition component; and parental involvement. Districts may contract with community-based agencies for providing any of the program components (see vetos on this page).

**School-age Child Care**

(CHAP. 265) Requires school districts operating a school-age child care program to adopt standards for the program by Oct. 1, 1991 if the program had been in operation before July 1, 1990. All other programs must adopt standards one year after beginning operation.

**Child Care Licensing**

(CHAP. 143) Requires ongoing training in cultural dynamics for group family and family child care providers to continue being licensed.

**LEGISLATION NOT PASSED**

**Health and Wellness**

(S.F. 322) Would have provided grants to schools to develop K-12 health and wellness programs.

**Gender Balanced Boards**

(S.F. 768) Would have required the membership of a multi-member state agency (such as an executive branch council, board or commission) to be gender-balanced by July 1, 1991.

**VETOED BY GOVERNOR**

**HEALTH CARE ACCESS**

(CHAP. 335) Would have established a program to begin to provide access to health insurance for all Minnesotans. The plan was to begin Oct. 1, 1992 and be phased in over the next five years.

The state would have subsidized health care for Minnesotans with incomes less than 275 percent of the poverty level and who had been without health insurance for a least four months. Coverage would have included outpatient and childbirth services, with an option to purchase inpatient coverage. Inpatient care would have been included by 1997. Uninsured Minnesotans not eligible for the subsidized health care would have been able to purchase coverage through the state plan. The premium would depend on the family's income.

The legislation also provided for reforms of the health care and health insurance systems. Included were provisions that prohibited denial of coverage based on age, gender and marital status and that phased out gender- and age-based insurance rates.

**Commission on Children, Youth and Their Families**

(CHAP. 265) An appropriation of \$20,000 for this new Commission was vetoed by the governor.

**Learning Readiness**

(CHAP. 265) A \$28 million appropriation for this new program was cut to \$8 million by the governor's veto.

**Women's Athletics**

(CHAP. 345) Appropriated \$51,000 to the state's Amateur Sports Commission for a full-time women's sports director.

(CHAP. 356) Appropriated \$19.6 million to the University of Minnesota for a variety of special programs, including improving the programs available to women and to ensure that campuses are in compliance with Title IX of the Civil Rights Act. Also included a provision that the women's athletic programs be funded by an already established formula allowance or a minimum of \$65,000 per campus, per year.

## Session 1992 Legislation Passed

The Commission's agenda focused on the prevention of violence against women, including educational programs, funding for existing victims programs and treatment of juvenile offenders. The following provisions are contained in Chapter 571, the omnibus crime bill.

### **VIOLENCE PREVENTION AND EDUCATION**

Requires that public and private post-secondary institutions and requests that the University of Minnesota, adopt sexual harassment and anti-violence policies which inform victims of their rights and include provisions relating to sexual assault cases and requires them to report to the legislature on their plans in January 1993. .

Appropriates \$1.5 million to the Dept. of Education to help school districts develop and implement violence prevention programs which can be integrated in to the curricula of grades K-12 and for violence prevention in-service training for school staff and board members.

Appropriates \$250,000 to the Dept. of Education for grants for cities, counties and school boards to establish community violence prevention councils to identify community needs and resources.

Appropriates \$500,000 to the Dept. of Education Early Childhood Family Education program to train parent educators and to expand home visiting services to include prevention of child abuse and neglect.

Expands the duties of the Office of Drug Policy to include violence prevention education, training and development of a statewide strategy.

Requires Supreme Court education programs for district court judges to focus on domestic abuse laws and related civil and criminal court issues.

### **Battered women's programs**

Appropriates an additional \$500,000 to the Dept. of Corrections for battered women's shelters and services.

Allocates \$300,000 to the Dept. of Corrections for domestic abuse advocacy programs in every judicial assignment district by July 1, 1995.

### **Sexual assault programs**

Appropriates \$400,000 to the Dept. of Corrections for programs for sexual assault victim services.

### **Domestic abuse law enforcement and prosecution**

Requires domestic abuse prosecution plans in each city and county by June 1, 1994. The plans must include written policies for arrest procedures in domestic abuse incidents and procedures which encourage prosecution of all domestic abuse cases if a crime can be proven.

Requires law enforcement agencies to develop, adopt and implement written policies regarding arrest procedures in domestic abuse incidents. The policies must be developed in consultation with domestic abuse advocates, community organizations and other law enforcement agencies with expertise in domestic abuse incidents. Requires the development of a model policy.

Expands the rights of petitioners for Orders For Protection (OFP) and clarifies that advance notice to the alleged abuser is not required. Strengthens penalties for violating an OFP to include a mandatory

three-day sentence for the first offense and ten days for the second. Requires treatment of domestic abusers if the court stays imposition or execution of the three-day sentence. Allows a petitioner for an OFP to seek restitution.

### **Sex offender treatment**

Requires the Dept. of Corrections to establish statewide standards for adult and juvenile sex offender treatment programs by July 1, 1994, and assess the need for sex offender treatment of persons convicted of criminal sexual conduct. Also requires the Dept. of Corrections to provide for a range of sex offender treatment programs, including intensive sex offender programs.

Gives priority in funding to juvenile sex offender treatment programs.

Expands mandatory assessment of juvenile sex offenders to those convicted of fifth degree criminal sexual conduct involving interferences with privacy such as obscene or harassing telephone calls or indecent exposure.

Establishes a sex offender treatment fund for community-based treatment for adult and juvenile sex offenders to be administered by the Dept. of Human Services. Grants will be given to develop new treatment services and methods, educate courts and correctional personnel, address special treatment needs in a county and to fund programs.

### **The following crime legislation is contained in various other bills.**

(Chap. 452) Establishes a state policy of "zero tolerance for violence," stating that every person in Minnesota has the right to live free of violence. Requires the legislature and all state agencies to adopt a similar statement. Agencies are encouraged to develop plans that eliminate the potential for violence in the workplace. The workplace plans may include eliminating sexual harassment and making sure the physical environment is safe.

(Chap. 499--education bill) Requires public schools to conspicuously post their sexual harassment and sexual violence policies throughout the school and to develop a process for discussing the policies with students and school employees.

(Chap. 558--bonding bill) Authorizes \$1 million in bonding to the Housing Finance Agency for grants up to \$200,000 for the construction or rehabilitation of shelters for battered women or other facilities serving crime victims.

### **CHILD CARE**

(Chap. 513) Creates a \$6 million fund to help AFDC recipients who are not participating in the STRIDE jobs and training program pay for child care to look for work or participate in education and training. The child care costs will be subsidized by state and federal dollars.

### **CHILD SUPPORT**

(Chap. 513) Raises the fee for using county child support collection services from \$5 to \$25.

Establishes various fees for filing motions or answers to motions for modifications of child support.

### **HEALTH CARE ACCESS**

"HealthRight" (now called MinnesotaCare), a health care access and insurance reform bill, contains many provisions directly affecting the economic status of women, including the elimination of sexual discrimination practices in health insurance. These highlights are noted below. All provisions are

## **PARENTAL LEAVE**

(Chap. 438) Allows employees to take unpaid leave up to 16 hours in a calendar year to attend their child's child care, pre-school or special education program. The leave may be used to attend a conference or activity related to the employee's child or to observe the program when these activities can not be scheduled during non-work hours. This provision applies to all employers. Parents of children in K-12 education are already covered by this provision.

Gives the Dept. of Labor and Industry the responsibility to receive complaints against employers regarding the parental leave law. The department can investigate informally whether the employer is in violation, attempt to resolve complaints by informing employees and employers of the law and direct employers to comply. The department must make an annual report to the legislature including the type and number of complaints, resolutions and the rate of repeat complaints. The department must also develop a poster featuring employees rights under the parental leave law and make the poster available for posting in the workplace.

## **OTHER**

### **Learning Readiness**

(Chap. 499) Directs the Dept. of Education to determine a formula for Learning Readiness aid and make a report to the legislature in 1993.

### **Ice sports for girls**

Requires school districts operating ice arenas to prove to the Dept. of Education that they will offer equal opportunities for male and female students using the ice arena, particularly in prime practice time, team support, junior varsity and programs for younger girls.

### **Parental involvement in curriculum**

Requires the Dept. of Education to develop guidelines and model plans for parental involvement programs that will encourage parents to actively participate in their districts' curriculum advisory committee. The model program must be multicultural, gender fair and disability sensitive.

### **Headstart**

(Chap. 558) Authorizes \$2 million in bonding to the Dept. of Jobs and Training for constructing or rehabilitating Headstart or other early education facilities. Grants will not exceed \$200,000 and must be distributed according to need.

(Chap. 499) Appropriates \$2 million to the Dept. of Jobs and Training to serve 650 more children in Headstart programs.

### **Women, Infants and Children Program**

(Chap. 513) Appropriates \$40,000 to the Women, Infant and Children (WIC) food program in the Dept. of Health, to purchase food for women and children who are homeless or living in temporary or emergency shelters.

### **Video display terminals**

(Chap. 546) Requires the Dept. of Labor and Industry to study occupational health problems associated with use of video display terminals. The study must include recommendations and identify any savings to employers if they reduce the health risks.

### **Child care**

(Chap. 513) Requires the Dept. of Human Services to study whether or not family or group family child care can be prohibited in certain property use agreements.

(Chap. 499) Allows school districts with extended day programs to levy for any additional costs of providing that service to children with disabilities.

**Higher education**

(Chap. 513) Allows students enrolled for 6 to 7 credits to be eligible for full-time state grants while the full- and part-time grant programs are being combined.

Requires that financial aid be prorated on a credit basis for students attending less than full-time.

**Welfare reform**

(Chap. 513) Appropriates \$800,000 to the Dept. of Human Service to complete planning for the Minnesota Family Investment Program (MFIP). It will begin as a pilot project in 1994 and allow employed AFDC families to keep more of their income before AFDC is reduced.

**Chemical abuse**

(Chap. 571) Authorizes the Dept. of Human Services to begin chemical dependency treatment programs for pregnant women and women with children.

**Children's Safety Centers**

Appropriates \$200,000 to the Dept. Human Services for grants up to \$50,000 for local non-profit organizations to establish pilot children's safety centers in existing facilities. The centers will provide security for children during visitation when the parents are separated or divorced or the children are in foster care and there is a history of domestic violence or abuse.

**BILLS NOT PASSED**

**SF 2000/HF 1687 Child Support**

Would have made changes in child support guidelines, provided for sharing of work-related child care expenses and extraordinary medical expenses, made employers liable for failure to comply with income withholding orders, expanded the court's contempt powers and provided more funds for county child support collections.

**SF 2229/HF 2193 Paternity**

Would have simplified the process for establishing paternity by creating a document called Recognition of Parenthood which, when signed by both parents, notarized, acknowledged under oath and filed with the Registrar of Vital Statistics, would establish paternity without the need for court action. Required the Dept. of Human Services to prepare educational materials for new and prospective parents to be distributed by hospitals which provide obstetrical services.

**SF 450/HF 607 Adolescent health care centers**

Would have required junior and senior high schools to establish adolescent health care centers to provide comprehensive primary health care services.

**BILLS VETOED BY THE GOVERNOR**

**SF 768 /HF 1114 Gender balance in appointments**

Provided for gender balance on state boards and councils. If one sex is under-represented as members, new members must be of the other sex until balance is achieved. Exceptions would be made for boards concerned with gender-defined populations or when qualified or willing appointees are not available.