



1988 BIENNIAL REPORT

Commission on the Economic Status of Women

December 15, 1988

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Pursuant to Mn Stat 3.9222

BIENNIAL REPORT

TO: Governor Rudy Perpich
Lieutenant Governor Marlene Johnson
Members of the Minnesota Senate
Members of the Minnesota House of Representatives

FROM: Aviva Breen, Executive Director
December 15, 1988

Enclosed is the biennial report of the Commission on the Economic Status of Women as required by Minnesota Statutes Section 3.9222, Subdivision 4.

This report covers the activities of the Commission on the Economic Status of Women from December 31, 1986 to December 31, 1988.

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

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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 Capitol 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 by the staff through surveys, analysis of data from state agencies and the U.S. Bureau of the Census.
- 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 biennium. The Commission provides information and assistance to the legislature as it considers proposals affecting women.
- Public information is provided through publications and by telephone. 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 1987-1988

Representatives

Karen Clark
Katy Olson
Sidney Pauly
Ann Rest
Gloria Segal, Chair

Senators

Linda Berglin
Gary DeCramer, Vice Chair
Pat Piper
Jim Ramstad
Ember Reichgott

Staff

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

MEETINGS AND HEARINGS

1987

February 24, 1987
St. Paul, MN.

Introduction of new Commission members.
Election of Chair.
Adoption of legislative agenda.

March 4, 1987
St. Paul, MN

Public Hearing
Testimony on higher education and financial aid needs of low income women, health insurance, needs of women with disabilities, child support and family law.

March 9, 1987
St. Paul, MN

Public Hearing
Parental leave.

June 9, 1987
St. Paul, MN.

Public Hearing
Testimony from Equal Opportunity Division, Department of Education, Programs for Women Offenders, Department of Corrections.

July 21, 1987
St. Paul, MN.

Public Hearing
Employment and economic development, child care.

August 18, 1987
Alexandria, MN

Public Hearing
Women's economic issues.

September 22, 1987
Jackson, MN

Public Hearing
Women's economic issues.

September 22, 1987
Marshall, MN.

Public Hearing
Women's economic issues.

October 1, 1987
Virginia, MN.

Public Hearing
Minnesota Momentum for Women.
Women's economic issues.

December 10, 1987
Eden Prairie, MN

Public Hearing
Hennepin Technical Center - South Campus.

1988

January 26, 1988 St. Paul, MN	Public Hearing Adoption of legislative agenda.
February 19, 1988 St. Paul, MN	Pay Equity Task Force. Discussion of local government pay equity.
February 26, 1988 St. Paul, MN	Pay Equity Task Force. Recommendations on local government pay equity.
August 2, 1988 St. Paul, MN	Public Hearing Local Government Pay Equity. Testimony from librarians, University of Minnesota Child Care Center, Department of Employee Relations.
August 30, 1988 St. Paul, MN	Public Hearing Local Government Pay Equity. Testimony from League of Cities, Association of Minnesota Counties, Minneapolis Public Library.
September 27, 1988 St. Paul, MN	Public Hearing Local Government Pay Equity. Testimony from University of Minnesota.
December 6, 1988 St. Paul, MN	Public Hearing Discussion of legislative proposals. Testimony from Minnesota Agri-Women, AFSCME.
December 14, 1988 St. Paul, MN	Public Hearing Adoption of legislative agenda.

LEGISLATIVE PROGRAM

Each session the Commission endorses legislative proposals designed to improve the economic status of women in the state. Summaries of the 1987 and 1988 proposals and action on the proposals are included at the end of this report.

PUBLICATIONS

The Commission published the following materials in 1987 and 1988

- Vocational Education Sex Equity Report: Secondary, 1985-86, November 1988 (29 pp.).
- Vocational Education Sex Equity Report: Post-Secondary, 1985-86, November 1988, (50 pp.).
- Pay Equity: The Minnesota Experience, a 44 page review of the Minnesota experience with pay equity at the state and local levels. Written in 1985, revised in 1987 and rewritten in 1988.
- Women and Child Care, a report with national and state statistics on child care need, costs, availability, funding, programs, workplace issues and worker's salaries, February 1988 (9 pp.).
- A Survey of Women Public School Administrators in Minnesota, a report based on the commission's 1987 survey of women in educational administration positions, August, 1988 (13 pp.).
- 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. Additional copies are available upon request.

Newsletter Topics

1987

January	Households: Families age at first marriage
February	Minnesota Women Elected Officials: Poverty: US Tax Law
March	1987 Legislative Program
April	Child Support; Women in the Labor Force
May	Women Elected Officials
June	Legislative Summary 1987
July	Women Offenders in Minnesota
August	Women in Minnesota - 1985 Data
September	Child Care
October	Older Women
November	Earnings Gap; Testimony from Hearings
December	Clerical Workers

1988

January	Divorce & Maintenance; Nardini Case
February	Legislative Program 1988; Pay Equity Update
March	Women and Health Insurance
April	Women Today: U.S. Census Bureau
May	Session 1988: Legislative Summary
June	Historical Data, Minnesota-Part 1
July	Historical Data, Minnesota, Part 2, and U.S.; MN Women's Map
August	Summary "A Survey of Women Public School Administrators"
September	Women and Health Care Occupations
October	Child Support in the U.S.
November	Single Parents in Minnesota
December	Women in Higher Education

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 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 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:

- 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;
- Providing information via telephone, including a toll-free "Women's Information Line" for callers outside the Twin Cities.

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 wanting statistics or information on certain laws in Minnesota and the U.S. 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, maintenance, domestic violence, welfare, housing and education;
- Credit, insurance, starting a business and other financial matters;
- Employment discrimination, pregnancy rights, labor laws and other employment related questions.

BIENNIAL BUDGET

<u>Description</u>	<u>BUDGETED FY 88</u>	<u>BUDGETED FY 89</u>	<u>BIENNIAL TOTAL</u>
Salaries and fringe	\$94,800	\$100,600	\$195,400
Repairs	\$ 500	\$ 500	\$ 1,000
Printing	\$11,000	\$ 12,000	\$ 23,000
Computer Services	\$ 2,000	\$ 2,000	\$ 4,000
Purchased Services	\$ 100	\$ 100	\$ 200
Communications	\$ 5,500	\$ 5,500	\$ 11,000
Members Travel and Per Diem	\$ 5,000	\$ 5,000	\$ 10,000
Staff Travel (In state)	\$ 500	\$ 500	\$ 1,000
Staff Travel (Out of state)	\$ 1,000	\$ 1,000	\$ 2,000
Supplies and Publications	\$ 2,100	\$ 2,100	\$ 4,200
Equipment	\$ 1,000	\$ 1,000	\$ 1,000
TOTAL	\$123,500	\$130,300	\$253,800
Contract with Department of Vocational Technical Education	\$ 10,000	\$ 10,000	\$ 20,000
TOTAL	\$133,500	\$140,000	\$273,500

LEGISLATIVE SUMMARY 1987

COMMISSION ENDORSED LEGISLATION WHICH PASSED

PROGRAMS FOR WOMEN

Commission on the Economic Status of Women: Provides funds for the Commission for the 1988-89 Biennium. (HF 1315)

Battered Women's Programs: Provides \$5.3 million for the biennium for continued support for the 17 battered women's shelters in Minnesota. (HF 243)

Displaced Homemaker Programs: Provides continued support for the state's displaced homemaker programs. Funds for this program will continue to come from the marriage license fees. Projected funds from this source are \$2 million for the biennium. (HF 243)

Sexual Assault Programs: Provides \$1.3 million for the Sexual Assault Services Program which provides training, develops materials and provides state coordination, administration and grants to local communities for sexual assault programs. (HF 243)

Set-Aside: Eliminates the 5 year disqualification for minority and women businesses that have been participating in the state set-aside program. (HF 1138)

HEALTH

Family Planning: Provides approximately \$1.1 million to the Minnesota Department of Health for family planning special projects under the Community Health Services Act. (HF 243)

Sliding Fee Health Insurance: Beginning July 1, 1988 families with incomes below 185 percent of the poverty level will be eligible for very low cost prenatal care and comprehensive outpatient coverage for children up to age 6. (HF 243)

Women, Infants and Children Food Program (WIC): Provides \$1 million in state funds to supplement the federal appropriation for the WIC supplemental food program. (HF 243)

TAXES

Taxes - Single Heads of Households: A new tax bracket for single heads of households with dependents is created which taxes single parents at a more favorable rate than single individuals with no dependents. In previous years single heads of households were taxed at the same rate as single individuals. (Chapter 268)

Taxes - Dependent Care Tax Credit: The refundable child care tax credit has been retained and will continue to be targeted to lower income taxpayers. It will appear on both the Minnesota short and long income tax forms. (Chapter 268)

EDUCATION

Part-Time Student Aid: Appropriates \$2 million per year for the continuation of the Part-Time Grant Program for students of post-secondary institutions. (SF 1515)

Child Care in Post Secondary Education: Authorizes the state to sell bonds to finance the construction of 17 child care centers at state higher education institutions. Eight community colleges and 10 AVTIs will be building child care centers during the biennium. In addition, Willmar AVTI and Willmar Community College will construct a shared child care center. (HF 919)

CHILD CARE

Child Care Sliding Fee Program: Increases funding for the sliding fee program to \$26 million for the biennium. A portion of the sliding fee fund is set aside for targeted AFDC recipients as part of Minnesota's welfare reform initiatives and a portion is set aside for students in post-secondary institutions. (HF 243)

Child Care Resource and Referral: \$250,000 of the sliding fee appropriation will be available for new or expanding child care resource and referral services. This is the first state appropriation for resource and referral programs and 80 percent is targeted to rural Minnesota. (HF 243)

Child Care Grants and Loans: \$250,000 of the sliding fee appropriation will be available through the Department of Human Services to provide grants to assist in the development of licensed child care providers. (HF 243)

Child Care for Public Members of State Boards: Allows public members of state boards and commissions to be reimbursed for child care expenses associated with participation on the board/commission. (Chapter 354)

Child Care Workers' Wages: Provides higher reimbursement rates through the state sliding fee program to child care centers and family day care providers that pay wages that are 110 percent or more of the county average wage for child care workers. (Chapter 290)

WORKPLACE ISSUES

Pay Equity: Requires school districts with more than 10 employees that did not submit a pay equity report to submit a pay equity report to the Commissioner of Employee Relations by October 1, 1987. The report must include an implementation plan to be completed no later than December 31, 1991. Any district that does not submit a plan by October 1, 1987 will be required to have a total administrative cost freeze. (Chapter 398)

Commercial Credit: Amends the Human Rights Act to prohibit discrimination in the granting of commercial credit on the basis of sex or marital status. (Chapter 245)

Unemployment Compensation for Part-Time Workers: Changes the method of computing eligibility so that permanent part-time low income workers will have sufficient wages to become eligible for unemployment compensation. (Chapter 362)

Parental Leave: Parents employed in companies with 21 or more employees, who work at least 20 hours a week and have been on the job for at least one year, are entitled to take up to six weeks of

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unpaid leave when a child is born or adopted. At the end of the leave the employee is entitled to return to her/his old position or a position of comparable duties, number of hours and pay. (**Chapter 359**)

Pensions: Requires pension funds to give information regarding rights and benefits of pension plan members to a party to a dissolution action or to a former spouse who is entitled to pension rights or benefits as part of a marriage dissolution action. Also requires direct payment to a former spouse. Describes how a pension plan is to pay out surviving spouse benefits when there is more than one surviving spouse. Requires the court to try to offset future pension benefits or rights against liquid or readily liquidated marital property. Sets out the limitation of the division of future pension payments. (Chapter 157)

FAMILY LAW

Child Support: Automatic wage withholding for new or existing child support orders will be tested in a five county two year pilot program. Results of the pilot program will be reported to the legislature in 1989 and the benefit of making the program statewide will be evaluated. Income withholding will be easier to implement when child support is 30 days in arrears, it will no longer be necessary to return to court. (HF 243)

HUMAN SERVICES

Aid to Families with Dependent Children: Appropriated \$500,000 to pursue federal waivers necessary for the AFDC entrepreneurship project and to implement the project. (HF 243)

OTHER ISSUES RELATED TO THE ECONOMIC STATUS OF WOMEN

Gender Bias in the Courts Study: Appropriates \$50,000 to the Supreme Court to conduct a study of gender bias in the Minnesota judicial system. (HF 1315)

Gender Revision of Minnesota Statutes: Continues to remove nonsubstantive gender specific language from the Minnesota Statutes. (Chapters 39 and 49)

COMMISSION ENDORSED LEGISLATION WHICH DID NOT PASS

Respite Care for Caregivers: Provide funding to develop a system of coordinated services at the county level to support caregivers. (HF 562; SF 400)

Osteoporosis: Appropriate funds to conduct pilot programs to reduce risk conditions related to osteoporosis. (HF 178; SF 212)

Government Initiatives to Encourage Child Care Benefits: Provides a grant program for employer child care services. (HF 825; SF 817)

Women's History Center: Provides funding in the capital budget to be used for planning the Minnesota Women's History Center.

LEGISLATIVE SUMMARY 1988

COMMISSION-ENDORSED LEGISLATION WHICH PASSED:

CHILD CARE

Child Care Facilities and Training Grants: Appropriates \$150,000 for child care training and facilities. Grants can be used for facility improvements, interim financing, resource and referral programs and staff training expenses. Grants must be allocated among the 12 development regions in the state in proportion to the number of children needing child care in each region. Grants will be awarded by the Department of Human Services based on the recommendation of the grant review advisory task force, which will include parents, providers and others. (HF 2126/Chapter 686)

Child Care Sliding Fee Program: Appropriates an additional \$450,000 to the 1987 appropriation of \$12 million to the sliding fee child care fund. The fund subsidizes child care expenses for families based on their income. (HF 2126/Chapter 686)

Child Care Subsidy for AFDC Recipients:: Extends the eligibility guidelines for Aid to Families With Dependent Children (AFDC) recipients and other low income people who receive subsidies to pay for child care expenses. Former AFDC recipients can continue to receive federal subsidies until they begin receiving assistance from the sliding fee program. (HF 2126/Chapter 686)

Extended Day Programs: Allows schools, through community education, to offer programs to extend learning opportunities for children in kindergarten through grade 6. Programs must have supervision, parental involvement, partnership with other K-12 programs and involvement of secondary students. Districts may charge a sliding fee based on income for these programs and they can be funded with outside resources. (HF 2245/Chapter 718)

Early Childhood Innovation/Pre-kindergarten Child Development Grants: Appropriates \$500,000 for grants to school districts for developmentally appropriate early childhood programs for low-income children. Districts may contract with community programs. Grants are awarded by the State Board of Education. (HF 2245/Chapter 718)

PAY EQUITY

Pay Equity in Local Governments: Provides penalties for cities and counties, with more than 10 employees, which do not comply with the pay equity reporting requirements by October 1, 1988. Requires implementation of plans by Dec. 31, 1991 unless another date has already been established and provides a 5 percent reduction in local government aid for failure to implement. (SF 1963/Chapter 702)

Pay Equity in School Districts: Requires school districts to implement their pay equity plans by Dec. 31, 1991 or a date approved by the Commissioner of Employee Relations. Provides a penalty for failure to comply of 5 percent of the district's administrative costs for the 1990-91 school year. (HF 2245/Chapter 718)

CHILD SUPPORT AND MAINTENANCE

Child Support Enforcement: Allows child support enforcement agencies to locate individuals owing support by verifying information with employers and utility companies. Makes it easier for a non-AFDC recipient to intercept state income tax refunds for unpaid child support. Requires that court orders awarding maintenance must provide for a biennial cost of living adjustment. (SF 2009/Chapter 668)

Pension Rights In Marriage Dissolution: Clarifies pension rights of parties in a marriage dissolution. (SF 2009/Chapter 668).

OTHER

Gender Neutral Statutes: Repeals a section of the law which required public bathrooms for women but not for men. (HF 320/Chapter 429)

Battered Women's Shelter for American Indian Women: Provides funding for a battered women's shelter and services for American Indian women. (HF 2126/Chapter 689)

AFDC Eligibility: Changes AFDC eligibility requirements to allow the entire equity value of a motor vehicle if it is required for the operation of a self-owned business. (HF 2126/Chapter 689)

**Child care task forces, reports,
and demonstration projects**

Child Care in Higher Education: Creates a task force on child care in higher education. Membership includes one student and one faculty or administrator from each system member of the higher education advisory council. Recommendations are due to the legislature on Jan. 15, 1989. (HF 1989/Chapter 439)

Child Care Task Force: Creates a task force to study hindrances to establishing child care facilities in rural Minnesota and report its findings and recommendations by Jan 1, 1989. Membership includes representatives from building and fire code inspectors, licensing units, providers, consumers, advocacy groups and the departments of administration, human services and public safety. (HF 1895/Chapter 608).

Child Care for Post-Secondary Students: Requires a report and recommendations to the finance and appropriation committees by Jan. 1, 1989 on the effects of child care legislation on the needs of post-secondary students. (SF 2569/Chapter 703)

Community Initiatives for Children: Provides one grant of \$150,000 for a demonstration project offering services such as child care, parenting education, counseling and recreation. (HF 2126/Chapter 689)

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Child Care in State Office Space: Allows the Commissioner of Administration to prepare a day care site for the capitol complex in state office space which is leased, purchased or remodeled. (HF 2344/Chapter 686).

Building Codes for Group Family Child Care: Establishes a task force to study occupancy standards for family and group family day care homes and lifts the current standards regarding handicapped access, additional exits and fire and safety codes until the task force study is complete. (HF 1795/Chapter 608)