



## SUMMARY OF THE ACT

(HF2536, 2014 Session Law Chapter 239 unless noted)

### **Allows mothers to stay in the workforce by expanding family leave and providing reasonable accommodations for pregnant and nursing employees**

- Expands unpaid leave under the Minnesota Parental Leave Act from 6 to 12 weeks and allows use of leave under the Parental Leave Act for pregnancy-related needs.
- Requires employers with more than 21 employees to provide reasonable minor accommodations (seating, food and water, limits to heavy lifting) or position transfer for pregnant workers.
- Provides enforcement of workplace protections for nursing mothers to express breast milk during unpaid break times within the Department of Labor.

### **Decreases the gender pay gap through the participation of women in high-wage, high-demand nontraditional work**

- Expands support for employers; workforce organizations; and others to recruit, prepare, place and retain women in nontraditional occupations and apprenticeships, especially low income and older women.
- Provides funding to Women Venture and Women's Business Center of Northeast Minnesota to help women develop high economic impact businesses in nontraditional industries.

### **Reduces the gender pay gap through increased enforcement of equal pay laws for state contractors and by allowing employees to discuss pay inequities**

- Requires businesses with more than 40 employees seeking state contracts over \$500,000 to ensure compliance with existing equal pay laws. Businesses must state that average compensation for female employees is not consistently below average compensation for male employees within similar major (EEO) job categories.
- Allows employees to voluntarily discuss their compensation without fear of retaliation from their employers.

### **Decreases the gender pay gap by addressing the "motherhood penalty"**

- Requires equal employment treatment for pregnant women and parents under Minnesota Human Rights Act.
- Allows grandparents to use existing earned sick leave to help with care for an ill or injured grandchild.
- Allows employees to use existing sick leave to care for a mother or father-in-law.
- Provides an addition \$4.65 million for early learning scholarships and removes the \$5,000 cap (HF3172, 2014 Session Law Chapter 312)

### **Reduces the gender pay gap by raising the minimum wage to \$9.50 by 2016**

(HF2091, 2014 Session Law Chapter 166)

### **Addresses economic consequences of domestic violence, stalking, and sexual assault**

- Expands unemployment insurance eligibility currently available to victims of domestic violence to include victims of stalking and sexual assault.
- Allows employees to use existing earned sick leave to deal with sexual assault, domestic violence, or stalking.
- Provides additional housing protections for victims of violence (HF 859 Session Law Chapter 188)

### **Enhances retirement security by considering a state retirement savings plan for those without an employer-provided option**

- Requires a report from MMB on the potential for a state-administered plan for workers without access to workplace retirement savings plans; along with other alternative private sector options.