



The Office of the
Minnesota Attorney General
helping people afford their lives and live with dignity and respect

Women's Economic Security Act

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Women's Economic Security Act Mother's Day 2014



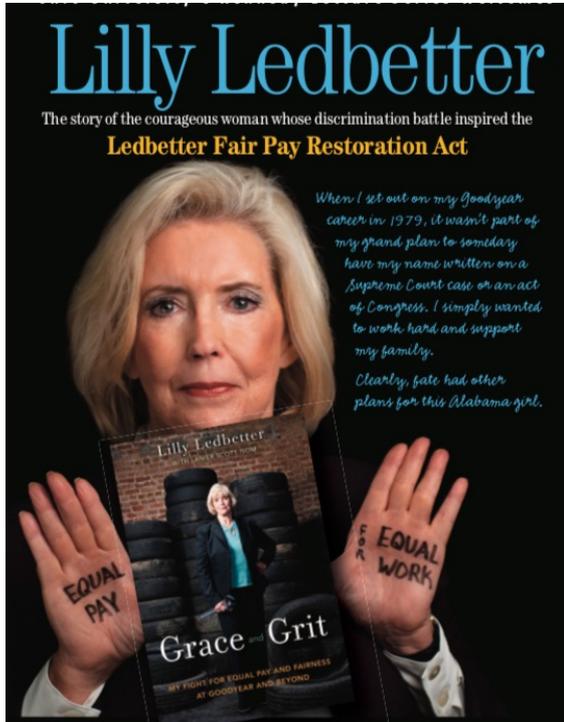
Department of Labor and Industry

Source: MN Department of Labor and Industry

- The Minnesota Department of Labor and Industry (DLI) is responsible for the enforcement of five provisions of the Women's Economic Security Act
- 1. Wage Disclosure Protection (Minnesota Statutes § 181.172);
- 2. Pregnancy Accommodations (M.S. § 181.9414);
- 3. Pregnancy and Parenting Leave (M.S. § 181.941);
- 4. Nursing Mothers (M.S. § 181.939); and
- 5. Sick Leave Benefits; Care of Relatives (M.S. § 181.9413).

Wage Disclosure Protection

Source: MN Department of Labor and Industry



Wage Disclosure Protection

- *Notice to employees – Under the Minnesota Wage Disclosure Protection law, you have the right to tell any person the amount of your own wages. Your employer cannot retaliate against you for disclosing your own wages. Your remedies under the Wage Disclosure Protection law are to bring a civil action against your employer and/or file a complaint with the Minnesota Department of Labor and Industry at 651-284-5070 or 800-342-5354.2*

Pregnancy Accommodations

Source: MN Department of Labor and Industry

- Automatic pregnancy accommodations are:
 - 1. more frequent restroom breaks or food and water breaks;
 - 2. seating arrangements; and
 - 3. a limit on lifting more than 20 pounds.



Pregnancy and Parenting Leave

Source: MN Department of Labor and Industry



Nursing Mothers

Source: MN Department of Labor and Industry

An employer must make a reasonable effort to provide a space to express milk that:

- 1. is in close proximity to the work area;
- 2. is a room other than a bathroom or toilet stall;
- 3. is shielded from view;
- 4. is free from intrusion from coworkers and the public; and
- 5. includes access to an electrical outlet.



Sick and Safe Leave

Source: MN Department of Labor and Industry



The sick and safe leave law requires that if an employer provides paid sick leave benefits to its employees, it must allow employees to use the paid sick leave benefits to care for a sick family member.

Minnesota Department of Human Rights Parenthood Penalty

**Discrimination based on familial status is a violation of the
Minnesota Human Rights Act.**

**Under the Minnesota Human Rights Act, familial status is a
“protected class.”**

Equal Pay Certificate

MDHR

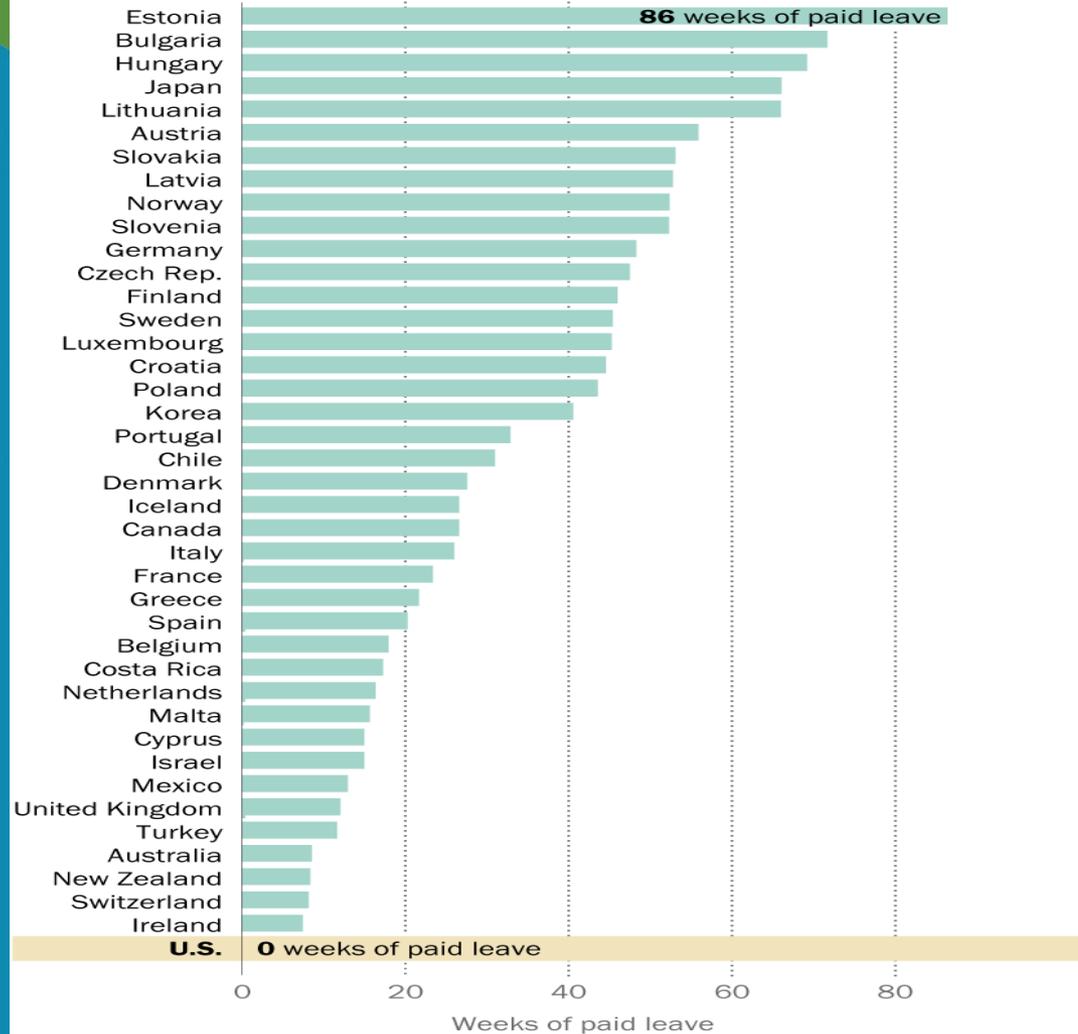


Other provisions in WESA:

- **Addition of person with expertise in helping women get non-traditional jobs to the Governor's Workforce Development Council**
- **Grants through DEED to increase number of women in high-wage, high-demand, non-traditional jobs.**
- **Grants through DEED to help women start businesses**
- **Grants through DLI to help women through apprenticeships and non-traditional jobs**
 - **Construction Trades**
- **Study of possible state-administered retirement savings plan for private sector employees not offered a retirement savings plan by their employer**
 - **MMB**

U.S. ranks last in government-mandated paid leave for new parents

Total weeks of paid leave mandated by national government to new parents



Note: Includes maternity leave, paternity leave and parental leave entitlements in place as of April 2018. Estimates based on a "full-rate equivalent," calculated as total number of weeks of any paid leave available to a new parent, multiplied by average rate of earnings reimbursement for those weeks of leave.

Source: Organization for Economic Cooperation and Development Family Database.

Questions?

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