



FACT SHEET

Close the gender pay gap

- Require private businesses that contract with the state to report on pay equity within their workforce
- Protect employees from retaliation for discussion of compensation

Increase income for working women and their families

- Increase the minimum wage to \$9.50

Expand access to high-quality, affordable childcare

- Remove the \$5,000 cap on early learning scholarships
- Eliminate the waiting list for the Basic Sliding Fee program to serve all eligible families
- Increase reimbursement rates for child care providers participating in the Child Care Assistance Program

Expand family and sick leave for working families

- Provide paid sick and safe leave, allowing workers to earn 1 hour of paid leave for every 30 hours worked
- Expand unpaid leave under the Minnesota Parental Leave Act from 6 to 12 weeks
- Add pregnancy to the Minnesota Parental Leave Act

Protect women from discrimination in the workplace

- Add "family caregiver status" and "familial status" to the list of protected classes for employment purposes
 - Ex. Prevent employers from discriminating against a woman with children or those with elder care responsibilities in hiring, firing, promotion, or compensation decisions
- Increase enforcement of existing workplace protections
- Require employers to provide reasonable accommodations for pregnant employees such as more frequent breaks or transfer to a less strenuous position

Enhance protections for victims of violence

- Allow victims of domestic violence, sexual assault, and stalking to use paid leave to obtain services
- Improve housing protections for victims of violence
- Expand unemployment insurance eligibility currently available to victims of domestic violence to include victims of stalking and sexual assault

Encourage women in non-traditional, high-wage jobs

- Provide incentives within DEED workforce development programs to integrate women into high-skill, high-wage, nontraditional jobs

Help women-owned small businesses succeed

- Establish a pilot project for women entrepreneur's business development in traditionally male-dominated and/or technology industries

Help older women be economically secure

- Develop a Minnesota Retirement Savings Plan allowing small private sector employees without an employer-sponsored retirement plan to pool into a state-managed program
- Protect spouse caregivers from financial hardship by updating Minnesota's Medicaid spousal impoverishment law