

WESA Implementation

Provision (Laws of Minnesota 2014, Ch. 239)	Responsibility for Implementation	Status of Implementation
Addition of person with expertise in helping women get jobs in nontraditional occupations to the Governor's Workforce Development Council (Article 2, Sec. 2)	Governor	Lorrie Janatopoulos, Planning Director, Arrowhead Economic Opportunity Agency, appointed in October 2014.
Grants to increase number of women in high-wage, high-demand, non-traditional jobs. (Art. 2, Sec. 3 & 7))	MN Dept. of Employment & Economic Development (DEED)	DEED awarded grants in early December 2014 to eight organizations, both in the Twin Cities and throughout Greater Minnesota. DEED estimates that about 200 women and girls will receive training through these grants. More information at http://goo.gl/sPcddr
Unemployment benefits for those who quit due to sexual assault or stalking (Art. 2, Sec. 4 & 5)	DEED	Effective October 5, 2014.
Certain businesses who contract with the state must certify compliance with equal pay laws. (Art. 2, Sec. 6 and 12)	MN Dept. of Human Rights (DHR)	Affects bid solicitations issued on or after August 1, 2014. Reports to Legislature due on Jan. 31 of even-numbered years, beginning Jan. 31, 2016. To date, 408 Equal Pay Certificates have been issued to state contractors. DHR has begun its first 4 random audits.
Grants to develop model programs to encourage women to start businesses in high-growth, high-revenue industry sectors. (Art. 2, Sec. 8)	DEED	Two two-year grants (\$250,000 each) awarded in July 2014: one to WomenVenture and one to The Entrepreneur Fund (in partnership with the Arrowhead Economic Opportunity Agency).
\$250,000 to DOLI to encourage women in apprenticeships in high-wage, high-demand, nontraditional occupations. (Art. 2, Sec. 9)	MN Dept. of Labor & Industry (DOLI)	Four grants awarded in January 2015 to the following organizations: The Construction Careers Foundation; The Association of Women Contractors; Wisconsin Regional Training Partnership/Big Step (through the Minnesota AFL-CIO); and Summit Academy, OIC.

Study of possible state-administered retirement savings plan for private sector employees not offered a retirement savings plan by their employer. (Art. 2, Sec. 10 & 11)	MN Dept. of Management & Budget (MMB)	WESA's study completion date of January 15, 2015, has not been able to be met. MMB will award a contract for the study very shortly. The new timeline for study completion is November 2015.
Existing mandatory unpaid parental leave increased from 6 to 12 weeks, and expanded to include use for pregnancy-related health conditions. (Art. 3, Sec. 1, 2 and 5)	DOLI	Effective July 1, 2014. DOLI has received six workers' complaints and resolved three of these cases to date.
Expands allowable uses of personal sick leave benefits (for employees who have such benefits), including use for leave necessitated by sexual assault, domestic abuse, or stalking). (Art. 3, Sec. 3)	DOLI	Effective July 1, 2014. DOLI has received eight workers' complaints and resolved three of these cases to date.
Employers must provide reasonable accommodations for pregnant employees (or for health conditions related to childbirth). (Art. 3, Sec. 4)	DOLI	Effective May 12, 2014. DOLI has received and resolved one case to date.
Employer can't prohibit employees from discussing wages. (Art. 4, Sec. 2)	DOLI	Effective July 1, 2014. DOLI has received two complaints and resolved one case to date.
Additional workplace accommodations for nursing mothers. (Art. 4, Sec. 3)	DOLI	Effective July 1, 2014. DOLI has received three complaints and resolved two of these cases to date.
Prohibition of workplace discrimination based on familial status (i.e., an employee having minor children or being pregnant). (Art.. 4, Sec. 6-9)	DHR	Effective May 12, 2014.