



Legislation Text

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Supporting the Women's Economic Security Act and local efforts to build a stronger economic future for women and working families in Saint Paul.

WHEREAS, women have entered the workforce in record numbers over the past 50 years; and

WHEREAS, despite the enactment of the federal Equal Pay Act in 1963 women continue to earn less than men for equal work; and

WHEREAS, women in Minnesota represent 50% of Minnesota's workforce and earn eighty cents for every dollar a man makes; and,

WHEREAS, many women do not know they are being compensated less than their counterparts for equal work and are not likely to bring forth the issue; and

WHEREAS, the pay disparities continue to hurt working families who rely on the wages of all members of the family to make ends meet, undermine women's retirement safety and security, and prevent the optimum utilization of available labor resources; and

WHEREAS, the Minnesota State Legislature passed the Women's Economic Security Act ('WESA') and Governor, Mark Dayton, signed the bill into law on May 11, 2014 to close the gender gap in the workplace; and

WHEREAS, the Saint Paul City Council supports the following WESA's policies and efforts to increase the economic security of women and families by

- Closing the gender pay gap;
- Increasing income for working women and their families;
- Protecting caregivers and pregnant women from discrimination in the workplace;
- Enhancing protections for victims of domestic violence through employment and housing protections;
- Providing incentives to move more women into nontraditional, high wage jobs;
- Supporting women-owned small business development in traditionally male dominated fields;
- Supporting programs that assist older women's economic security with retirement savings plans and protecting caregivers from financial hardship; and

WHEREAS, elimination of the pay disparities would have positive impacts, including, a strong economy, reduced number of women and children's dependence on public assistance, and stable families; and

WHEREAS, the Human Rights & Equal Economic Opportunity ('HREEO') champions justice and equity by confronting issues of discrimination and providing innovative avenues for accessibility and economic opportunities for all residents and businesses; and

WHEREAS, HREEO would have an important and unique responsibility to help encourage contractors and subcontractors that does business with the City to support equal pay efforts for women; and

THEREFORE, BE IT RESOLVED, the Saint Paul City Council hereby expresses its support for the Women's Economic Security Act and further support local efforts to build a stronger economic future for women and

working families.