



League of Women Voters of Minnesota Records

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LEAGUE OF WOMEN VOTERS OF MINNESOTA

555 WABASHA • ST. PAUL, MINNESOTA 55102 • TELEPHONE (612) 224-5445

March 5, 1986

St. Paul Dispatch and Pioneer Press
55 East 4th Street
St. Paul, MN 55101

To the Editor:

The League of Women Voters of Minnesota has a longstanding position supporting equality of opportunity in employment. Based on this position, the League has supported the development of pay equity for state employees. Because the state model of pay equity was so successful, the League supported passage of the Local Government Pay Equity Law. The League has produced an educational booklet on pay equity and has monitored the progress of local government pay equity throughout the state. League members have worked with local units of government providing education and encouragement to comply with the law.

Pay equity means equal salaries for jobs with the same value to an employer. Jobs are compared on the basis of the skill, effort, responsibility and working conditions required. Pay equity addresses the lower pay for jobs traditionally dominated by women.

Last week the Minnesota House of Representatives included an extension of the deadline of the Local Government Pay Equity Law in its omnibus appropriations bill. Since the extension has no impact on the state budget, there is no reason for this item to be included in the huge appropriations bill. The League of Women Voters of Minnesota opposes the extension for several reasons.

The delay sends a message to local governments that the state is not as committed to pay equity as it has been for the past four years. Minnesota has been a successful model for pay equity for public employees nationwide. Last session when this same proposal was suggested, legislators received a clear message from constituents throughout the state that there is support for pay equity in Minnesota today - not some distant date in the future. Finally, as of January 15, 1986, 1090 local governments had reported to the Department of Employee Relations on job evaluations and a plan for establishing equitable compensation relationships. Many of the jurisdictions began phasing in pay equity in 1985 and expect to complete the process, in compliance with the law, in 1987. Extending the deadline rewards those jurisdictions which have been "dragging their feet" instead of those which have complied promptly with state law.

St. Paul Dispatch and Pioneer Press

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March 5, 1986

The League of Women Voters of Minnesota asks legislators to continue Minnesota's traditional bipartisan support of pay equity and to again maintain the present timeline set forth in the 1984 Local Government Pay Equity Law.

Sincerely,

Joan Higinbotham
President

Carolyn Hendrixson
Lobbyist

H:H/rk



LEAGUE OF WOMEN VOTERS OF MINNESOTA

555 WABASHA • ST. PAUL, MINNESOTA 55102 • TELEPHONE (612) 224-5445

March 5, 1986

Minneapolis Star and Tribune
425 Portland Avenue
Minneapolis, MN 55488

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Sincerely,

Joan Higinbotham
President

Carolyn Hendrixson
Lobbyist

H:H/rk

and
155 Collen Street
Wyoming, Minnesota 55092

Senate
State of Minnesota

MAR 12 1986

RANDOLPH W. PETERSON
State Senator
District 19

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LEAGUE OF WOMEN VOTERS OF MINNESOTA

555 WABASHA • ST. PAUL, MINNESOTA 55102 • TELEPHONE (612) 224-5445

March 4, 1986

The Honorable William Luther
Minnesota Senate
205 State Capitol
St. Paul, MN 55155

Dear Bill;

I have tried to reach you by phone and will try to see you at the Capitol this week to ask your assistance in blocking the extension of the timeline for the Local Government Pay Equity Law. The extension for the Local Government Pay Equity Law was slipped into the House Appropriations bill. It has no financial impact on state government. The delay of local government pay equity implementation sends a message to local governments that the state is not as committed to pay equity as it has been in the past four years. And as you know, Minnesota is a national leader on pay equity.

The League is also concerned that local units of government like Hennepin County which has been stalling and working against implementing pay equity will perceive support from the state for pursuing their opposition to equity.

Since you have been a strong supporter of pay equity, the League asks you to help in eliminating the extension for the Local Government Pay Equity Law.

Sincerely,

Carolyn Hendrixson
Carolyn Hendrixson
Lobbyist

CH/rk



LEAGUE OF WOMEN VOTERS OF MINNESOTA

PHONE (612) 224-5445
555 WABASHA • ST PAUL, MINNESOTA 55102

action

PAY EQUITY IN TROUBLE, AGAIN!

The House State Departments Division of the Appropriations Committee voted to undermine pay equity in two ways in the Omnibus Appropriations Bill.

- 1) It voted to eliminate the final year's funding that would complete pay equity adjustments for state employees.
- 2) It voted to extend the deadlines for implementation of the local government pay equity law for two years.

We told our representatives and senators last year that we do not want them to weaken pay equity in Minnesota. We have to tell them again!

WHAT TO DO

Have your members call their representatives and senators today and tell them to keep pay equity strong and oppose elimination of final pay equity increases to state employees in the Omnibus Appropriations Bill. Stopping increases short of full equity is not equity at all.

Urge them also to oppose delaying implementation of pay equity in local government. This is not a savings to the state budget and, in a sense, punishes the 1,090 local governments which have already reported to the Department of Employee Relations and those which have begun implementation.

Time is extremely short. It's too late for much lobbying at the Capitol. It all depends on your calls.

For information call: Peggy Lucas, 612/823-8544 or
Carolyn Hendrixson, 612/925-5079

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

The same omnibus bill reduces the funding for the Commission on the Economic Status of Women by 50%. Call your representative and senator and urge them to oppose cuts in the commission. Until the economic status of women in this state is comparable to that of men, we need the commission.



THE LEAGUE OF WOMEN VOTERS

MINNESOTA

550 RICE STREET ST. PAUL, MN 55103 PHONE (612) 224-5445

File

February 23, 1989

STATEMENT TO THE SENATE COMMITTEE ON GOVERNMENTAL OPERATIONS

The League of Women Voters of Minnesota has a longstanding position supporting equality of opportunity in employment. Based on this position the League has supported the development of pay equity for state employees. Because the state model of pay equity was so successful, the League supported passage of the Local Government Pay Equity Law. The League has produced an educational booklet on pay equity and has monitored the progress of local government pay equity throughout the state. League members have worked with local units of government providing education and encouragement to comply with the law.

The League of Women Voters urges you to support S.F. 488. This bill provides the needed clarification in the law of the definition of equitable compensation relationships. At present not all local government entities, in developing their pay equity plans, have the same understanding of equitable compensation relationships. The purpose of pay equity is to eliminate sex-based wage disparities in public employment in this state. Unless the average compensation for female-dominated classes is equal to the average compensation for male-dominated classes of comparable skill, effort, responsibility, working conditions, and other relevant work-related criteria, pay equity does not exist. The bill makes allowances for differences caused by longevity, recruitment, retention, performance and other non-gender related factors. The bill also clarifies procedures that the Dept. of Employee Relations and the public entity not in compliance must follow.

Minnesota is in the forefront of pay equity in the nation. Minnesota's experience shows that pay equity can be implemented smoothly and at a reasonable cost. The League of Women Voters of Minnesota asks members of the Senate Governmental Operations Committee to continue Minnesota's traditional bi-partisan support of pay equity and support S.F. 488 to clarify the definition of equitable compensation and complete the task of providing real pay equity to those remaining public employees in this state.

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LEAGUE OF WOMEN VOTERS OF MINNESOTA

106 COMO AVENUE • ST. PAUL, MINNESOTA 55103 • TELEPHONE (612) 224-5445

April 25, 1988

The Honorable Wes Skoglund
MN House of Representatives
409 State Office Bldg.
St. Paul, MN 55155

Dear Mr. Skoglund:

Thank you for successfully protecting the provision for pay equity penalties in the House. Because of your efforts cities and counties will hear a clear message from the legislature to continue to work for pay equity in local governments.

Your actions inspire the League to continue to pursue and monitor pay equity on the local level.

Sincerely,

Joan Higinbotham
President

H:H/rk

Carolyn Hendrixson
Legislative Coordinator



CH files

LEAGUE OF WOMEN VOTERS OF MINNESOTA

106 COMO AVENUE • ST. PAUL, MINNESOTA 55103 • TELEPHONE (612) 224-5445

April 25, 1988

The Honorable Sidney Pauly
MN House of Representatives
291 State Office Bldg.
St. Paul, MN 55155

Dear Ms. Pauly:

Thank you for successfully protecting the provision for pay equity penalties in the House. Because of your efforts cities and counties will hear a clear message from the legislature to continue to work for pay equity in local governments.

Your actions inspire the League to continue to pursue and monitor pay equity on the local level.

Sincerely,

Jean Higinbotham
Jean Higinbotham
President

Carolyn Hendrixson
Carolyn Hendrixson
Legislative Coordinator

H:H/rk

Testimony to the House Local and Urban Affairs Committee

by

Carolyn Hendrixson, Legislative Coordinator

March 3, 1988

The League of Women Voters of Minnesota supports HF 1859. For the last four years the League has been involved with the local government pay equity law. After passage of the law, the League produced a monitoring guide for local organizations to use to watch cities, counties and school districts as they began to implement the law. The year we began to follow the state legislation as it moved to the local level was 1984. It is now 1988. It is time to let the delinquent cities and counties know that Minnesota is serious about pay equity for public employees.

The state has implemented pay equity. All school boards and most cities and counties have filed reports as required by law and have begun to move toward equitable compensation for female and male employees. It is time for those cities and counties who have chosen to ignore the law to pay the consequences.