

**New Jersey State Employment and Training Commission
Council on Gender Parity in Labor and Education
Meeting Minutes
May 10, 2012**

Rutgers University, New Brunswick
Labor Education Center ~ Room 115
10:00 to 12:00 Noon

Attendees:

Susan Bodofsky	Andrea Karsian
Terri Boyer	Dianne McKay
Judy Formalarie	Sarah Pallone
Glenda Gracia-Rivera	Henry Plotkin
Dianne Hartshorn	Sondra Sen
Linda Houser	Tiffany Smith

Dianne Mills McKay opened the meeting with a welcome and introductions.

Dianne discussed the change in the Division on Women (DOW) as it is being moved from the Department of Community Affairs to the Department of Children and Families. At the Governor's Conference for Women, Dianne spoke to Senators Weinberg and Allen as our legislation will need to be changed to address this move. A discussion followed concerning the change and it was also noted that it has been downgraded from the Division on Women to the Office on Women. Henry Plotkin suggested we find out what the changes will really mean before we act. Sarah Pallone suggested we check if the funding flowed with them or if changes were made.

Dr. Linda Houser- Research Updates

The Policy Matters brief was released last week. This is a longitudinal study conducted from 1997 to 2009 on Paid Family Leave (PFL) in California and Florida and in the five states that have Temporary Disability Insurance (TDI).

It was noted that the policy did increase access to paid leave. Women in states with TDI are two times as likely to take time off. The average new father in California is two times as likely to take paid leave at time of a birth. This public policy created a culture shift in that it made it acceptable to take the leave, even though it was available before during PFL. It was also noted that in New Jersey, women who take leave use less public assistance. Results of this study have gotten national media attention.

Dr. Houser stated that Washington State has this law but had no TDI structure in which to move ahead easily. They are trying implementation now, but it is more costly. The federal

government has started a fund that states can draw on to begin the programs. Connecticut also is interested.

Dr. Linda Houser- Recession Research Updates

Dr. Houser presented her completed research on the recession and employment trends for men. She noted that in recovery, men's unemployment insurance (UI) rate declined while women's rate stagnated or rose. Men also got more jobs in both traditional male and female occupations. It was noted that while the total UI rate went up, the total number in the workforce has not gone up which does indicate that people are dropping out of the workforce. However, as a whole, New Jersey men and New Jersey women are more employed than people nationally. It is interesting to note that the number of workers 25 years and older who earn only minimum wage has doubled.

Dr. Houser said that there is a lack of data connecting education, jobs, and wages but New Jersey is trying to connect different systems and has just applied for federal grant to fund this initiative.

National Initiatives

Grace Protos of the USDOL Women's Bureau was not able to attend our meeting as planned, but three reports were included in the meeting packet and were reviewed by the Council. Sarah Pallone spoke from a federal level on some sustainability issues and partnerships with various federal departments. Thoughtful decisions need to be made and are being considered.

Information Sharing

Judy Formalarie went over a variety of new materials that were included in the meeting packet. She also went over the conference update. She explained that this conference is seeking to include more audience participation to get a richer dialogue and summit report. To continue with what is learned, a follow-up meeting has been planned on August 10, 2012 in Trenton at the Department of Labor and Workforce Development building. All Council members are encouraged to attend.

Andrea Karsian suggested that her niece may help us out at the conference as a free internship after 'live Tweeting' was suggested.

Dianne McKay and Terri Boyer talked about "Miss Representation" and their perceptions from their viewing of the film. The website is www.missrepresentation.org and it was suggested that everyone go to the site for more information.

A date in late August will be set for the annual retreat for the Council and guests. All members will be notified when that date has been established.