

**Vermont Commission on Women  
Economic Equity & Security Committee  
MINUTES**

Friday, January 7, 2022 | 1:15 p.m. – 2:15 p.m. | via teleconference  
Rhoni Basden, Al Johnson-Kurts, Katie Salina

1. Approve [minutes from December 3, 2021](#)
2. Brainstorm topics for the committee's attention and discuss how to track those
  - 2.1. Create a Google doc that staff edits
  - 2.2. LEEP toolkit
  - 2.3. Equal Pay Compact
  - 2.4. Tracking of suite of bills for worker protections – Tiff, John Killacky
  - 2.5. Birth certificate gender change bill
  - 2.6. Funding for tech centers – Tiff may be a sponsor
3. Child marriage policy update
  - 3.1. Edited to change first line
4. Wage equity bills update
  - 4.1. H239
  - 4.2. Wage transparency bill
    - 4.2.1. Enforcement of using compensation?
    - 4.2.2. Prohibiting employer from using compensation to lower compensation offer
    - 4.2.3. Should DOL be responsible for collecting and reporting?
    - 4.2.4. Should information be public?
      - 4.2.4.1. Could it backfire?
      - 4.2.4.2. doesn't hurt
      - 4.2.4.3. something happened in Seattle with minimum wage where it impacted low wage earners in a negative way – some sort of adjustment to job titles or something that impacted restaurant servers – (I didn't get this right but there's an article) – her concern is would we impact a demographic that's already hard hit
      - 4.2.4.4. LGK is looking at parity of child care and k-12 teachers – benefit of transparency is having that information so those comparisons can be made
    - 4.2.5. Why just race and gender identity?
  - 4.3. State contractors
5. Minimum wage issue brief draft
  - 5.1. Notes from committee members:
    - 5.1.1. Do you want to consider threading in data from the DISPROPORTIONATE IMPACT ON WOMEN & PEOPLE OF COLOR into the CURRENT MINIMUM WAGE IN VERMONT only because people may not read on and miss the impact section.
    - 5.1.2. Do we need to reference anything RE: VT employers? Lots of small businesses, other supports needed to raise minimum wage to our small businesses? Thinking other system dependencies.
    - 5.1.3. Name front & center economic return to the state?
    - 5.1.4. Connection to occupation segregation from CTS report?
    - 5.1.5. Thread in COVID impact/dashboard data?
    - 5.1.6. Yes to recommendations, personally.
    - 5.1.7. Chance to thread LEEP/equal pay?
    - 5.1.8. Executive summary would be helpful. There is a lot here and it is wonderful - but executive summary of what is covered in this report would be helpful.

- 5.1.9. like the idea of recommendations
  - 5.1.10. legislature is probably thinking we did that, it's done – what can we do to make this about something different, like exceptions, tipped minimum wage etc. – maybe even change the title
  - 5.1.11. Could focus be exceptions? Has a big impact immediately
  - 5.1.12. One Fair Wage for title – or something like that
  - 5.1.13. might take recommendation to raise the wage off for this year, and just stick with eliminate exemptions and fix public support programs
  - 5.1.14. Maybe get more specific in recommendations about public safety net
  - 5.1.15. Put the recommendations at the top?
  - 5.1.16. Public safety piece aligns well with lots of other items the leg is dealing with
  - 5.1.17. Might change the header on exceptions – current exceptions – to really focus on those so they can be like talking points
  - 5.1.18. Emphasize that we're behind feds
- 6. LEEP toolkit dissemination/analysis
    - 6.1. Discuss at next meeting