

## Pay Equity is “Comp”licated: New Laws, New Reporting, & How to Protect your Organization

### Archived Details

April 27, 2016

2:00 PM - 3:30 PM

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Registration Fee: Complimentary

The live session is full. We are offering a taped rebroadcast of the live session on Tuesday, May 3, 2016 at 2:00 PM – 3:30 PM EST. [Click here](#) to register.

The Obama administration has long sought to close the gender “pay gap” – noting that women on average make 79 cents on the dollar compared to men. The Administration has pushed this agenda down to the federal agencies, which have made pay discrimination among their top enforcement priorities. In a new development with sweeping implications for employers with 100 or more employees, the EEOC has now proposed requiring those employers to annually provide detailed compensation information for all employees on EEO-1 reports beginning in September 2017. The EEOC will share this data with OFCCP to determine what companies to investigate for pay discrimination. In addition, several states have implemented, or are in the process of proposing, state laws on pay equity, such as the California Fair Pay Act, to make it easier for employees to bring and win pay discrimination claims.

Practically speaking, pay discrimination has become much more “comp”licated. In this session, we will discuss:

Join us in this session as we *uncomplicate* pay equity... After this session, employers will better understand the pay discrimination landscape and how they can proactively run privileged pay analyses, what to consider in making pay decisions going forward, and how to defend themselves in EEOC charges, OFCCP audits, and litigation.

- Increased pay discrimination enforcement by the EEOC and OFCCP and the agencies’ investigation techniques;
- The EEOC’s proposed EEO-1 Pay Reporting requirements and how the data will be both published and used for enforcement;
- State fair pay laws like the California Fair Pay Act (CFPA) and the 20+ states expected to propose similar laws this year and the challenges they present to employers to defend; and,
- How to run privileged EEO pay analyses to identify and eradicate pay issues proactively.

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