

Pay Equity

With the #EqualPay movement in the spotlight and pay discrimination claims on the rise, employers face growing pressure from many directions.

Jackson Lewis P.C.'s multidisciplinary Pay Equity Resource Group of more than 30 attorneys and a unique in-house team of Ph.D. and Master's level statisticians and data scientists provides the full range of legal and analytical pay equity services to help employers to act — rather than react — to avoid and defend pay discrimination claims.



Advice and Counsel

Providing insight into approaches used by regulatory enforcement agencies, plaintiff's counsel and the courts to challenge employers' pay systems, we advise employers on how best to proactively design, implement and improve pay systems to ensure equity and minimize liability. In addition, we provide practical guidance to multi-jurisdictional employers for compliance with ever-changing state and federal pay equity laws.

Comprehensive Pay Analysis

Our analyses are customized to employers' actual practices and systems. Our team's data analytics capabilities allow for extensively mining and strategically analyzing complex data from employers' human resource information systems (HRIS) and other sources to conduct pay analyses, uncovering hidden pay gaps and determining whether those gaps are explained by legitimate job-related factors. We have developed proprietary software designed to provide efficient and cost-effective solutions for complex statistical analysis. Moreover, we help our clients "cross the finish line" with pay analysis projects by assisting in identifying and implementing precise pay equity adjustments, as necessary. Unlike non-attorney consultants, all pay analysis work and related advice we provide is protected under the cloak of attorney-client privilege.


Trial and Litigation Services

Our experienced team of litigators is well-positioned to defend pay discrimination claims. We represent employers in EEOC, OFCCP and other agency proceedings, and defend single plaintiff and class-based litigation under Title VII, Equal Pay Act and state and local fair pay laws. When these cases raise high stakes challenges and involve statistical evidence, our trial attorneys partner with our in-house statisticians to provide robust justifications for pay practices and related claims.

Learn more: jacksonlewis.com/practice/pay-equity



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