

# Labor and Employment Issues in the Healthcare Industry

*2019 Employment Law Update*

---

31<sup>ST</sup> ANNUAL HEALTH LAW CONFERENCE

KIMBERLY KING WEBB

## What's Hot

---

1. Pay Data, Pay Exemptions, Pay Equity
2. #Metoo – 1 Year Later
3. Workplace Violence
4. Reasonable Accommodations
5. Marijuana in the Workplace
6. Labor Relations
7. FCA Whistleblower Claims

# Money, Money, Money

---



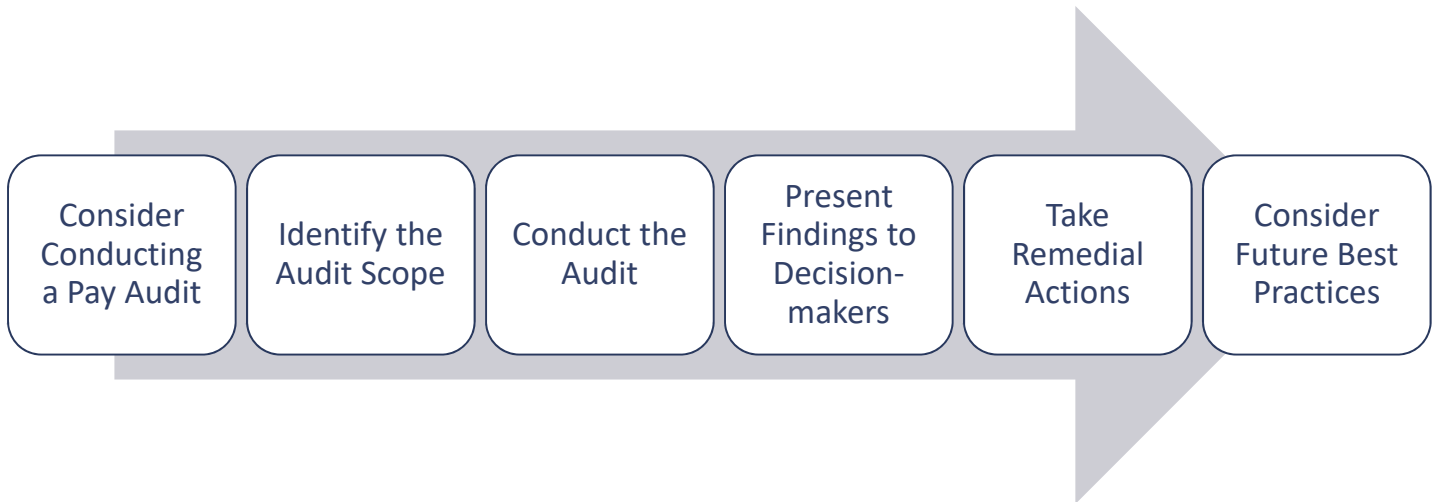
## EEO-1 Reports and Pay Data

---

- Employers with 100+ employees, and federal contractors with 50+ employees, are required to disclose employee numbers by job category, race, sex, and ethnicity.
- In 2016, the EEOC proposed adding the disclosure of pay data.
- In 2017, OMB scrapped the revised EEO-1 report. And the National Women's Law Center and the Labor Council for Latin American Advancement sued both the EEOC and the OMB to revive the new EEO-1 report.
- On 3.5.19, the U.S. District Court, in National Women's Law Center v. OMB, reinstated a revised version of the EEO-1 report, which is set to gather compensation information from employers.

## EEO-1 Reports and Pay Data

---



## DOL Raises Salary Level Test to \$35,308

---

- The current salary threshold for executive, administrative, and some professional exemption is \$23,660/year.
- In 2016, the DOL sought to increase the level to \$47,476/year, but that was blocked.
- On 3.8.19, the DOL issued a proposal that would raise the salary level to \$35,308 beginning January 1, 2020.

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](http://utcle.org/elibrary)

## Title search: Labor and Employment Issues in the Healthcare Industry

Also available as part of the eCourse

[Enforcement Trends and Labor and Employment Issues in the Healthcare Industry](#)

First appeared as part of the conference materials for the 31<sup>st</sup> Annual Health Law Conference session

"Labor and Employment Issues in the Healthcare Industry"