

Pay Equity Panel — Origins and Obligations

Panelists

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Agenda

- Legal Framework
- Trump Administration:
Any Changes So Far?
- Key Questions and Best
Practices



Federal law

- Title VII
- Equal Pay Act
- EEO-1 Pay Report

State Laws

- California Fair Pay Act
- New York State Equal Pay Act
- Massachusetts Pay Equity Law
- Others pending



Recent Developments

- Expanding appropriate comparators
- Limitations on factors other than sex/burdens of proof
- Restrictions/prohibitions on starting pay
- Confidentiality/retaliation



The Trump Administration: Any Changes So Far?



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