

# Labor and Employment Issues in the Healthcare Industry

*2019 Employment Law Update*

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

KIMBERLY KING WEBB

## What's Hot

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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

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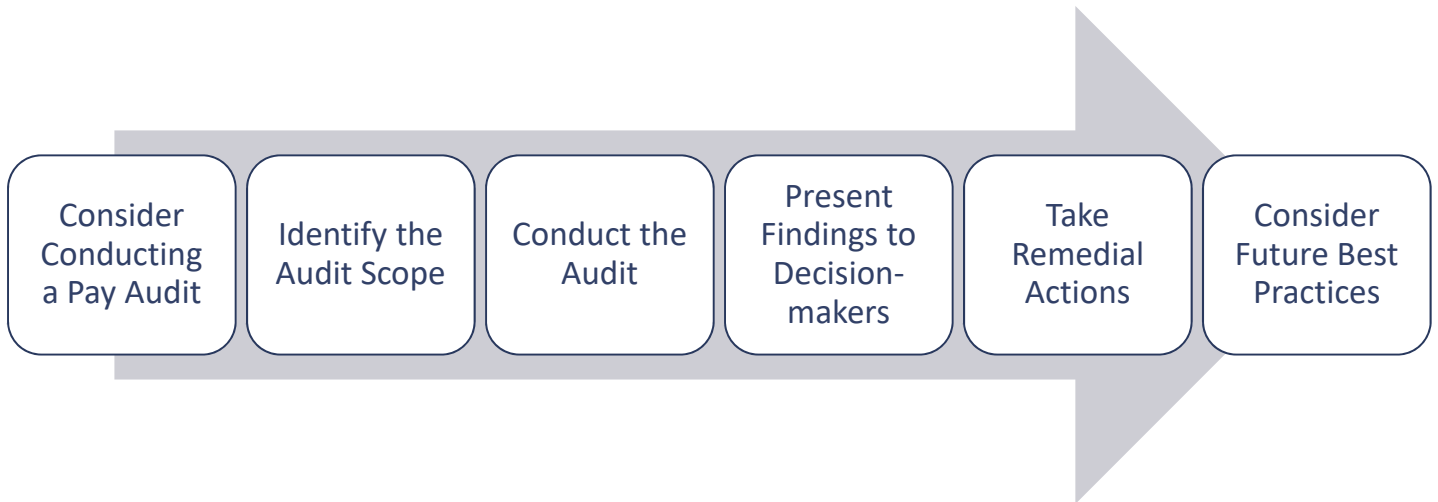
## EEO-1 Reports and Pay Data

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- 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

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

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- 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.

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## Title search: 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"