

Pay Equity Panel — Origins and Obligations

Panelists

Allan G. King – Littler Mendelson, P.C. (Austin)

Robert B. Speakman, Jr. – Economists Incorporated
(College Station/D.C.)

Moderator

Shafeeqa W. Giarratani – Ogletree, Deakins, Nash,
Smook & Stewart, P.C. (Austin)

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

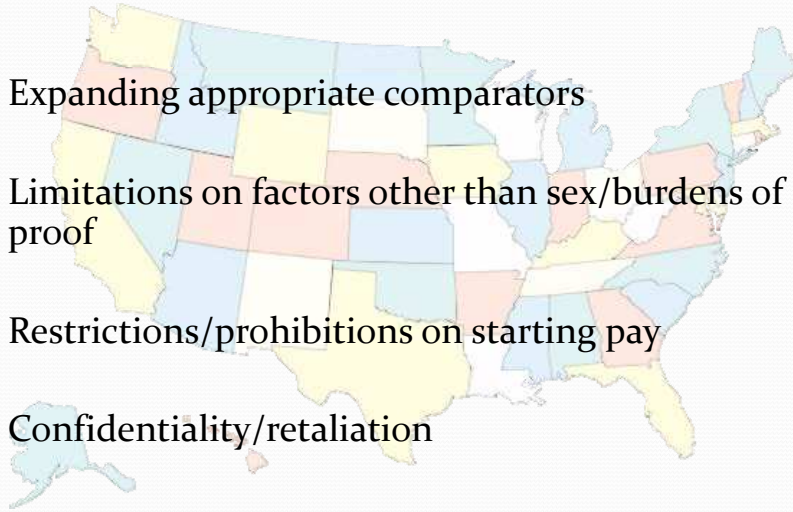
State Laws

- 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?



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: Pay Equity Panel—Origins and Obligations

Also available as part of the eCourse

[2017 Labor and Employment Law eConference](#)

First appeared as part of the conference materials for the
24th Annual Labor and Employment Law Conference session
"Pay Equity Panel"