Labor and Employment Issues in the Healthcare Industry

2019 Employment Law Update

31ST ANNUAL HEALTH LAW CONFERENCE

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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
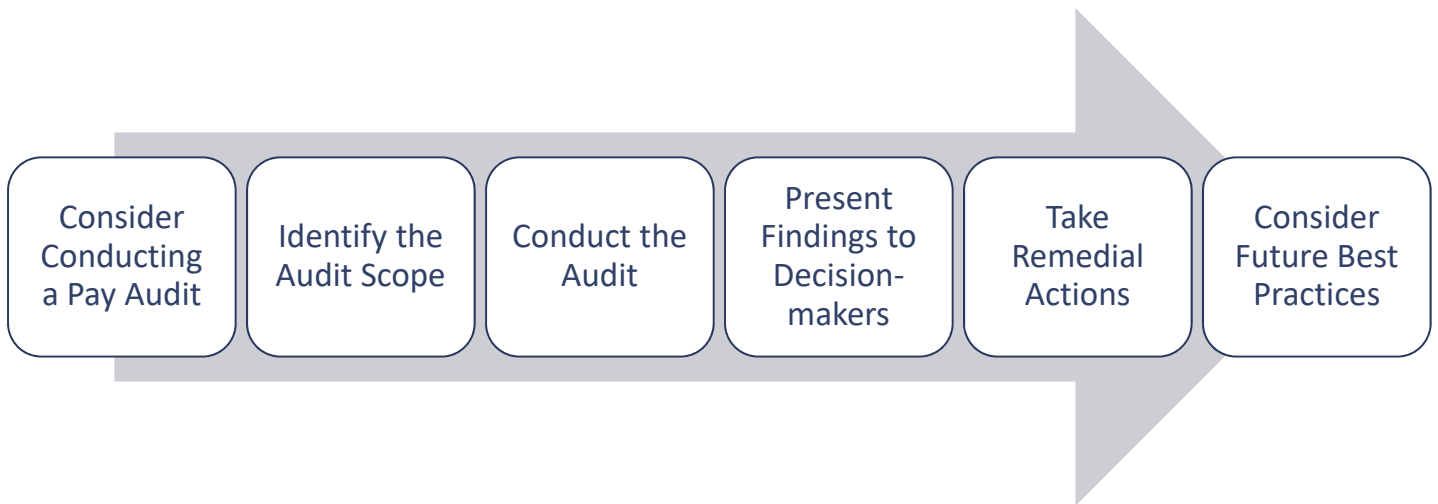7. FCA Whistleblower Claims

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

| Consider Conducting a Pay Audit | Identify the Audit Scope | Conduct the Audit | Present Findings to Decision-makers | Take Remedial Actions | Consider Future Best Practices |

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.

Title search: Labor and Employment Issues in the Healthcare Industry

Also available as part of the eCourse
[2019 Health Law eConference](#)

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