

EPSTEIN  
BECKER  
GREEN

# BOARDROOMS ON EDGE

HR's Role in Protecting Your Brand's Reputation

37<sup>th</sup> Annual Workforce Management Briefing

Thursday, October 25, 2018  
New York Hilton Midtown  
New York, NY

Your Workforce. Our Business.<sup>SM</sup>

37<sup>th</sup> Annual Workforce Management Briefing

## **BOARDROOMS ON EDGE**

HR's Role in Protecting Your Brand's Reputation

**Equal Pay Is a Priority for Your Employees,  
but Is It a Priority for Your Organization?**

EPSTEIN  
BECKER  
GREEN

# Presented By

---



## Dr. Christopher Erath

BLDS, LLC  
Director



## Philip Halliday

EBG Advisors  
Strategic Consultant



## Tracey Tavaréz

Warner Music Group  
Senior Vice President,  
Compensation and Benefits



## Jeffrey M. Landes

Epstein Becker Green  
Member of the Firm  
[jlandes@ebglaw.com](mailto:jlandes@ebglaw.com)

# Agenda

---



37<sup>th</sup> Annual Workforce Management Briefing

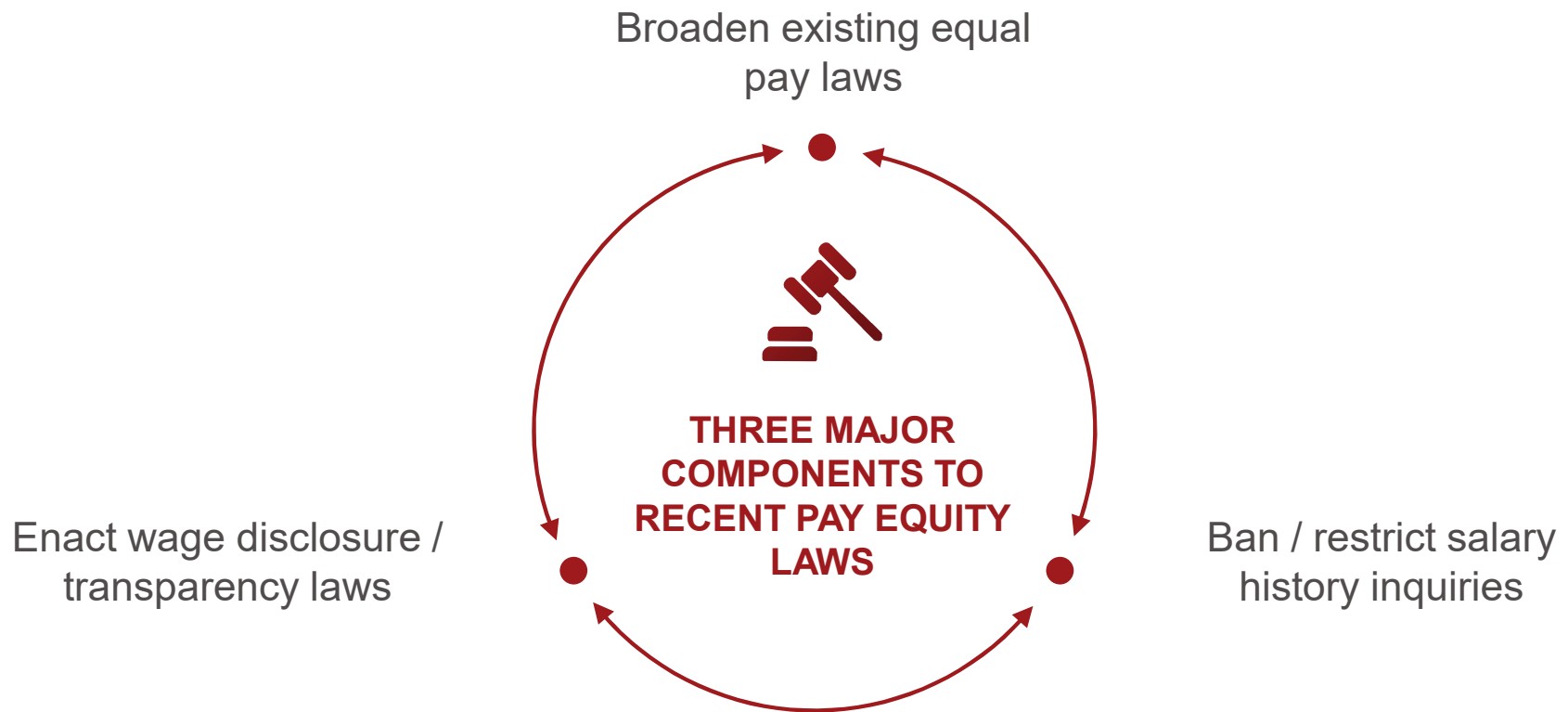
## **BOARDROOMS ON EDGE**

HR's Role in Protecting Your Brand's Reputation

# Equal Pay Legislation Update

EPSTEIN  
BECKER  
GREEN

# Expansion of State and City Pay Equity Laws



# Recently Enacted Equal Pay Laws

---



Continuing the wave of equal pay legislation from 2016 and 2017, legislation has been enacted this year in Connecticut, New Jersey, Vermont and Washington



The New Jersey Equal Pay Act is of particular significance as it is one of the broadest equal pay laws to date

- Requires equal pay for “substantially similar” work
- Bans pay discrimination on account of over 20 protected classes/statuses
- Broadens geographic range such that wage rates must be compared for all of an employer’s operations or facilities
- Adopts 6-year statute of limitation and codifies “continuing violation” rule
- Authorizes treble damages



Michigan and Wisconsin, on the other hand, have moved the opposite direction this year by enacting laws that preempt salary history inquiry bans

37<sup>th</sup> Annual Workforce Management Briefing

## **BOARDROOMS ON EDGE**

HR's Role in Protecting Your Brand's Reputation

# The Impact of the #MeToo & #TimesUp Movements on Equal Pay

EPSTEIN  
BECKER  
GREEN



# Equal Pay in Light of #MeToo & #TimesUp

---



Increased awareness of gender inequality has led companies to scrutinize their pay practices



In light of #MeToo and #TimesUp, some companies are taking affirmative steps to rectify pay gaps



Some companies have also developed pay transparency policies



Employees are also responding to the current environment as several companies have recently been hit with claims alleging pay discrimination

37<sup>th</sup> Annual Workforce Management Briefing

## **BOARDROOMS ON EDGE**

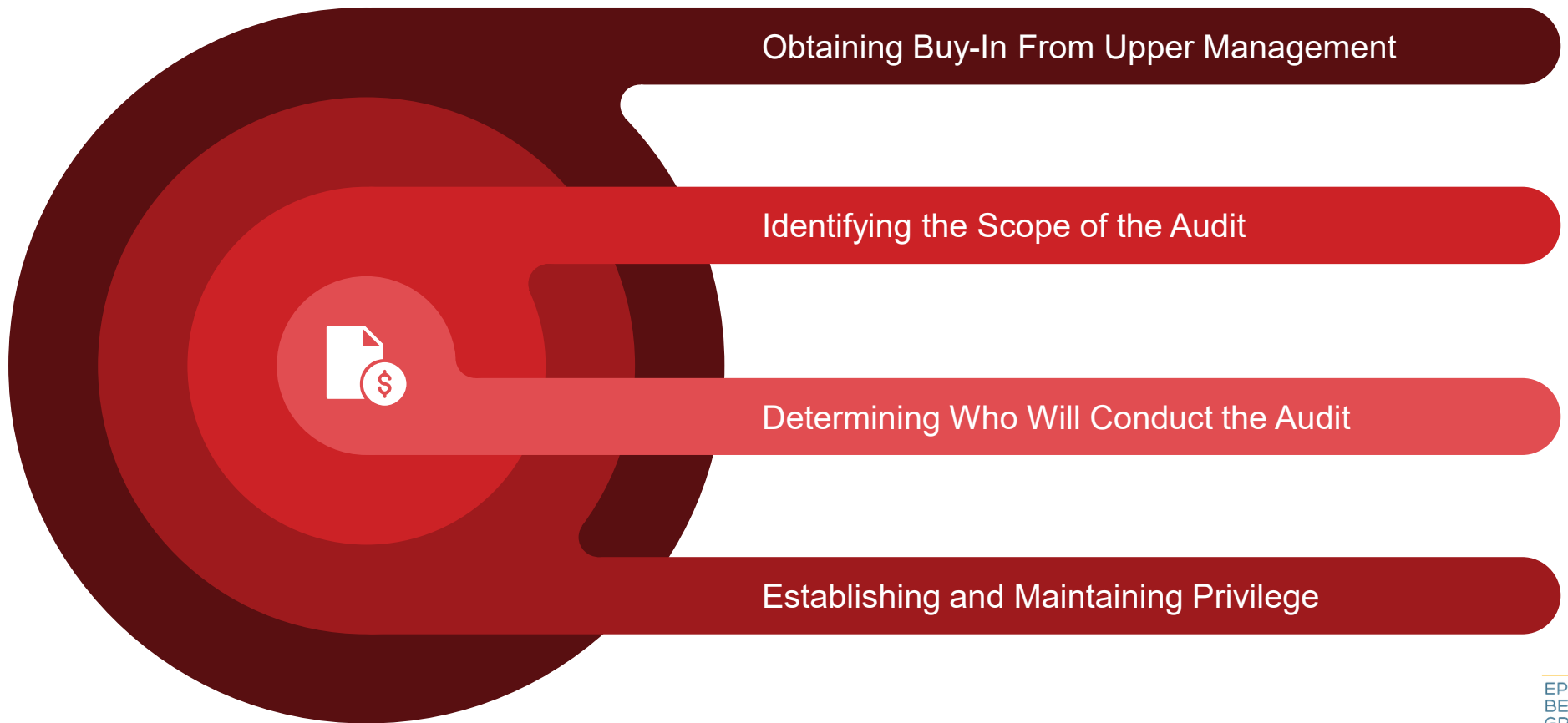
HR's Role in Protecting Your Brand's Reputation

# Conducting Pay Audits

EPSTEIN  
BECKER  
GREEN

# Considerations for Conducting Pay Audits

---



# Considerations for Conducting Pay Audits

---



37<sup>th</sup> Annual Workforce Management Briefing

## **BOARDROOMS ON EDGE**

HR's Role in Protecting Your Brand's Reputation

# Equal Pay & Executive Compensation

EPSTEIN  
BECKER  
GREEN

# Equal Pay & Executive Compensation

---

- 1 The Impact of Equal Pay on CEO Compensation
- 2 Structuring Bonus Compensation in Light of the Equal Pay Movement
- 3 UK Gender Pay Gap Reporting
- 4 Proposed California Law on Pay Reporting of Public Companies

37<sup>th</sup> Annual Workforce Management Briefing

## **BOARDROOMS ON EDGE**

HR's Role in Protecting Your Brand's Reputation

**Any Questions?**

EPSTEIN  
BECKER  
GREEN