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DISPARATE PAY - LEGAL CHANGES THAT AFFECT EMPLOYERS

Presented as a fast paced, informative one hour WEBINAR

\$65.00 PER ATTENDEE

In August, 2008, the Government Accounting Office issued a report assailing the EEOC and OFCCP for not adequately monitoring and enforcing compliance relative to equal pay. On January 9, 2009, the U.S. House of representatives passed the Paycheck Fairness Act and the Lilly Ledbetter Fair Pay Act, two pieces of legislation that are intended to dramatically increase the penalties imposed for employers found to have compensation practices that have a disparate impact on women and minorities.

The landscape has changed with regard to compensation inequality and employers must assess their disparate pay exposure and take immediate action to mitigate it. This webinar is a must for all decision makers in HR as well as other management positions involved in pay and promotional decisions.

TOPICS COVERED

EXISTING LEGISLATION GOVERNING EQUAL PAY

- Equal Pay Act (EPA) of 1963
- Title VII, Civil Rights Act of 1964
- Age Discrimination in Employment Act (ADEA) of 1967
- Americans with Disabilities Act (ADA) of 1990

CHANGES ON THE HORIZON

- GAO Report
- Paycheck Fairness Act
- Lilly Ledbetter Fair Pay Act of 2009

AFFECTED EMPLOYERS AND ASSOCIATED RISKS

- EEOC Litigation
- OFCCP audits
- Penalties and Damages
- Examples of Enforcement Actions

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