

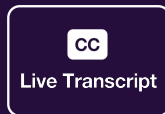


# New President, New Pay Equity & Reporting Requirements?

## What the New Administration Means for Pay Equity & Reporting

**We will begin shortly.**

This webinar is being recorded and will be shared with all registrants.



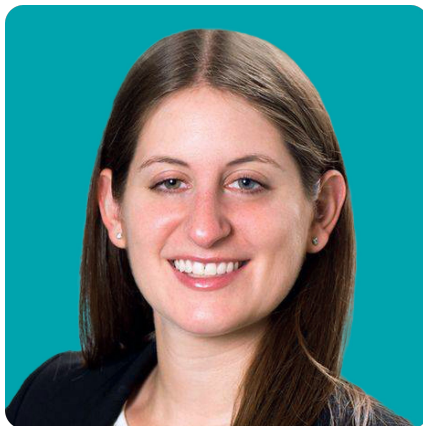
We have live transcript enabled for this webinar. If you would like to use this feature, please turn on this setting in your Zoom toolbar now.

# Speakers



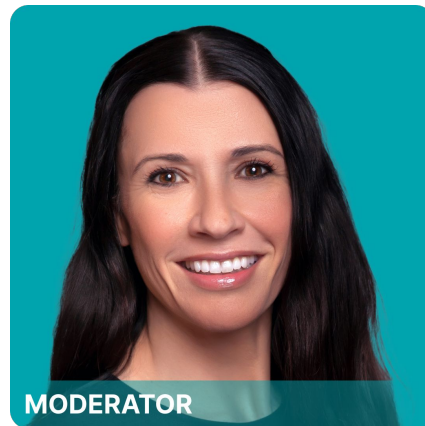
**Christine Hendrickson**

VP of Strategic Initiatives



**Sarah Wieselthier**

Partner



**MODERATOR**

**Maria Colacurcio**

CEO



# | Agenda

## 01 Current state of pay equity in the U.S.

- Federal
- State
- International

## 02 Predictions

## 03 Q&A





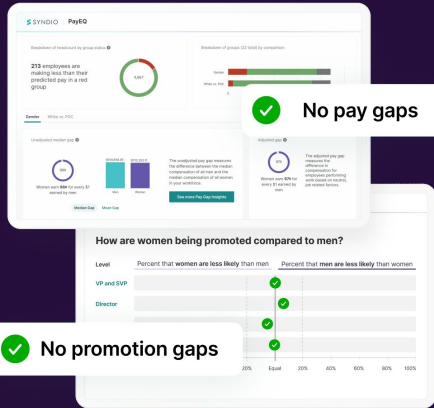
Syndio is the industry pioneer in global pay transparency solutions, helping organizations achieve pay equity, streamline reporting, and make smart pay decisions at scale.

### Syndio Platform

Enterprise platform to analyze, resolve, and prevent disparities in pay and opportunities

### Expert Support and Consulting

Legal best practices, statistics, reporting, and communications guidance and support



**350+ industry leaders trust Syndio**  
including 30% of Fortune's Most Admired Companies



# The Changing Employment Equation



**KNOWLEDGE + EXPERIENCE = CLIENT VALUE**



The **Post-Election Resource Center for Employers** contains a variety of thought leadership and other practical resources to help you navigate this transition.

<https://www.fisherphillips.com/en/services/trending/post-election-season-resource-center-for-employers.html>



The **Pay Equity Practice Group** works with employers to help navigate the challenging demands of equal pay laws, under the protection of attorney-client privilege.

<https://www.fisherphillips.com/en/services/practices/pay-equity/>



The **Wage & Hour Practice Group** supports employers in connection with pay practices and policies, worker classification, and all analyses and steps critical to determining compliance.

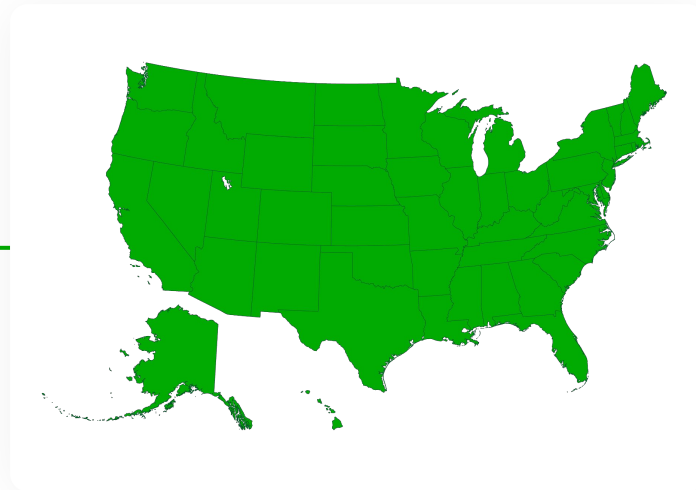
<https://www.fisherphillips.com/en/services/practices/wage-and-hour/>



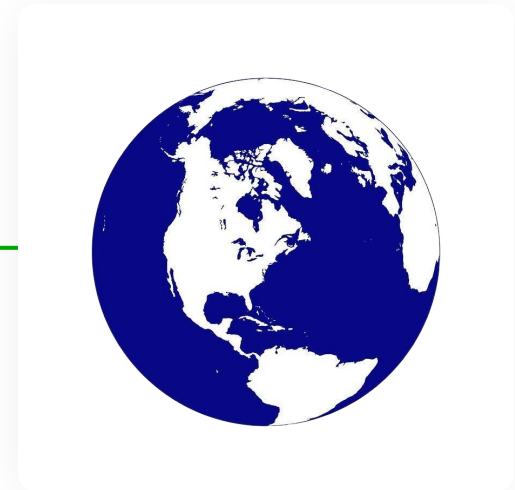
# Players in the pay equity space



Federal



States



Global cross-pollination



# EEOC Commission and General Counsel



**Charlotte A.  
Burrows**  
Chair (D)  
Term ends 2028



**Jocelyn  
Samuels**  
Vice Chair (D)  
Term ends 2026



**Kalpana  
Kotagal**  
Commissioner (D)  
Term ends 2027



**Keith  
Sonderling**  
Commissioner (R)  
*Term ended 2024*



**Andrea R. Lucas**  
Commissioner (R)  
Term ends 2025

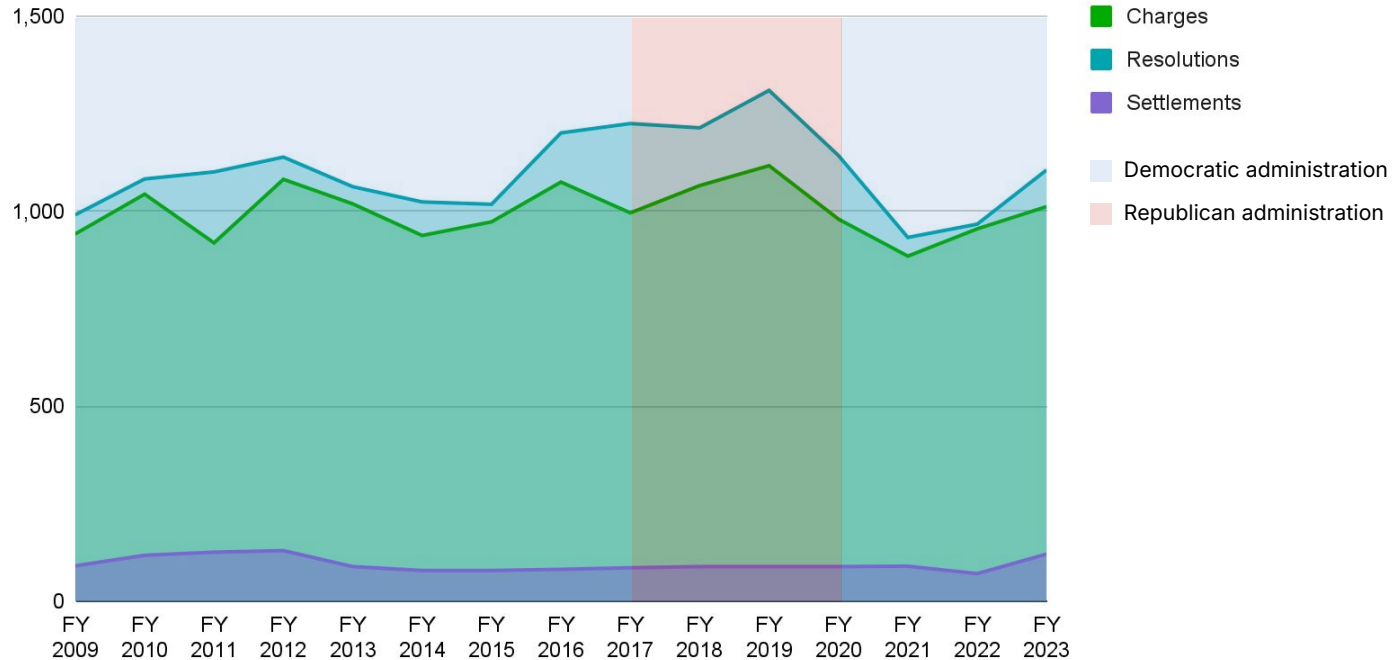


**Karla  
Gilbride**  
General Counsel (D)  
Term ends 2027



# Current state of pay equity in the U.S.

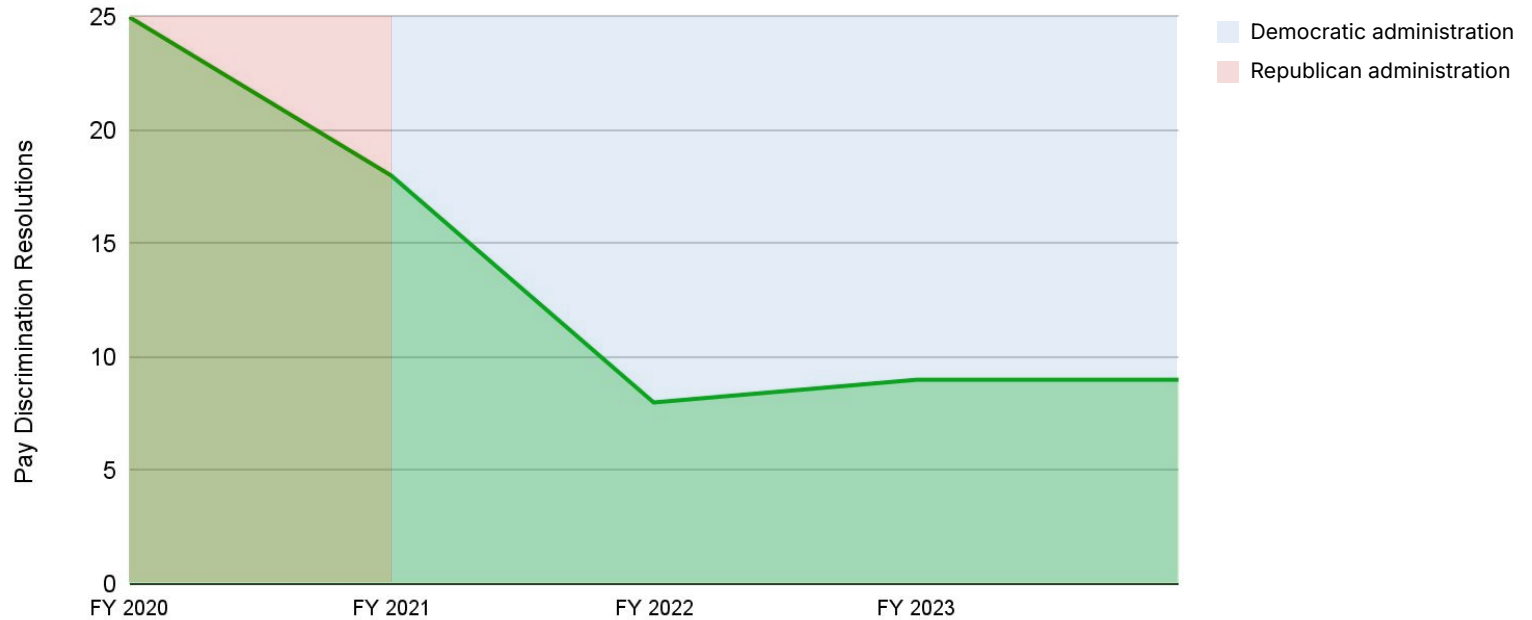
## EEOC Equal Pay Act Charges, Resolutions and Settlements





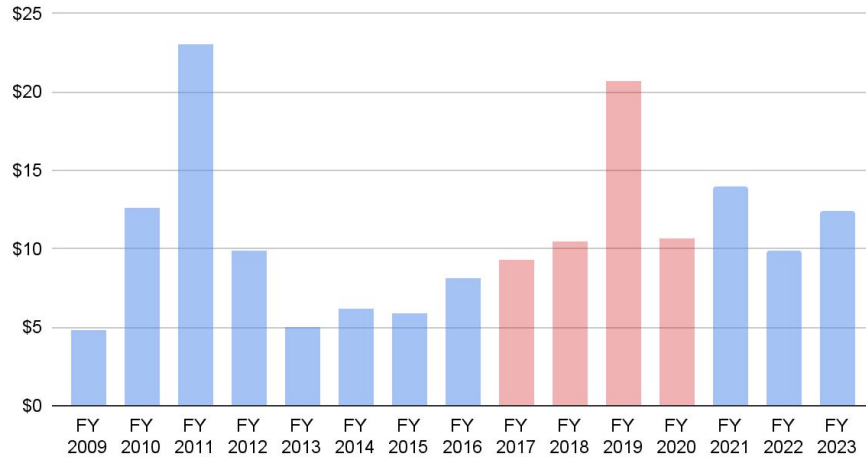
# Current state of pay equity in the U.S.

## OFCCP Pay Discrimination Resolutions

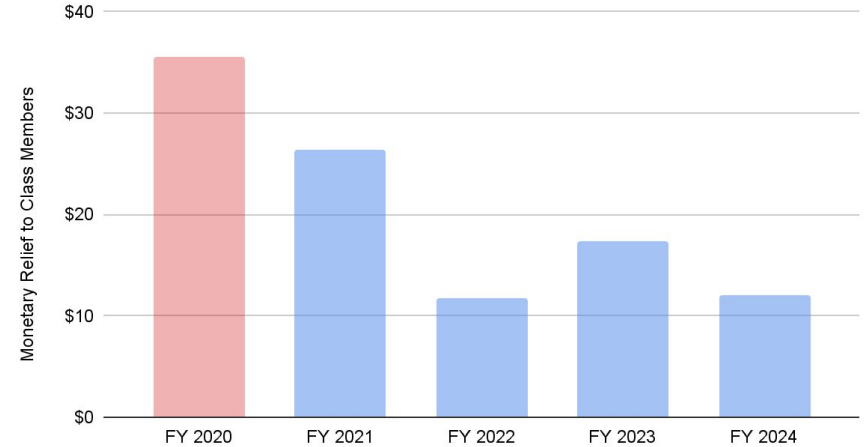


# Current state of pay equity in the U.S.

EEOC Equal Pay Act Monetary Benefits (in millions)



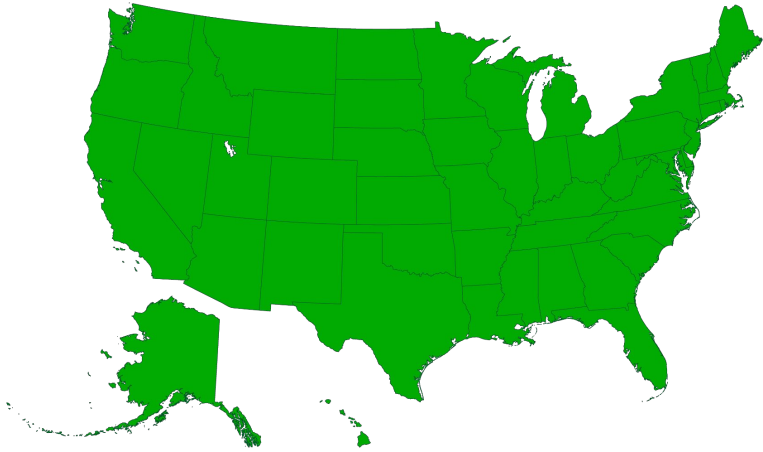
OFCCP Monetary Relief (in millions)



■ Democratic administration ■ Republican administration



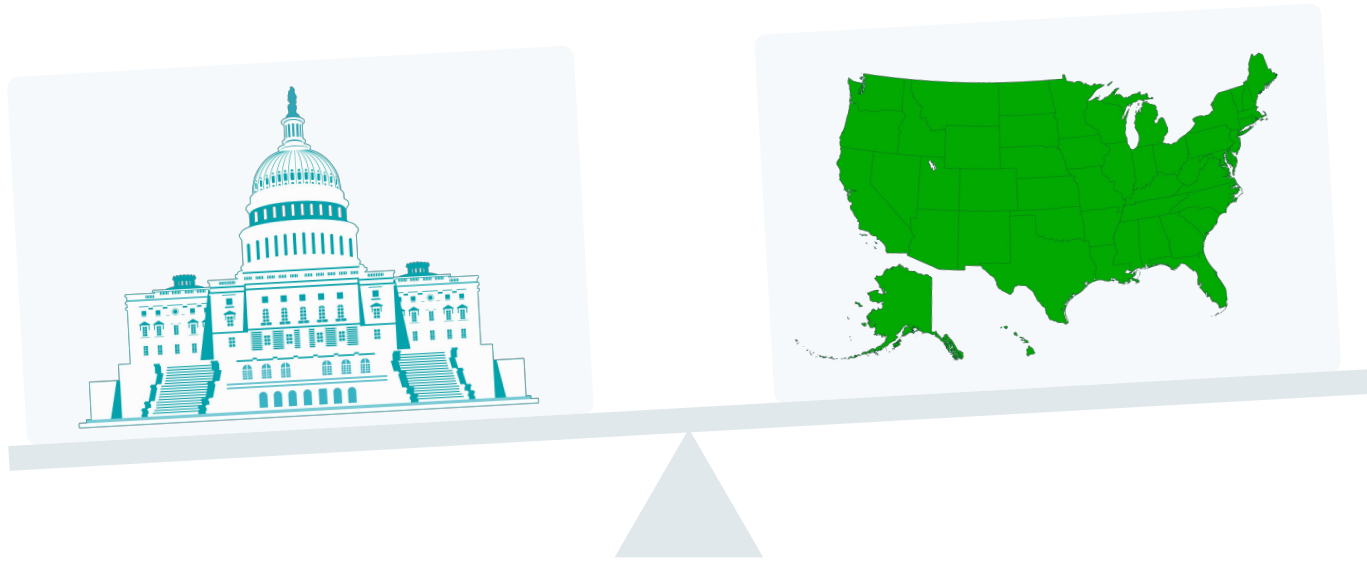
# What's going on at the state level?



- 1 Pay transparency
- 2 Pay reporting
- 3 Salary history bans
- 4 Stronger pay equity laws



**Less action at the federal level often means more action on the state level (and vice versa)**



# Timeline of Federal and State Pay Equity Laws in the U.S.

	Federal	State
1940-1950	<p>1942 – National War Board endorses equal pay policies for women replacing men in wartime roles</p> <p>1945 – Equal Pay Act introduced (but fails to pass)</p>	<p>9 states pass early equal pay legislation (including IL, NY, MA, NJ)</p>
1960-1970	<p>1960 – Equal Pay Act</p> <p>1964 – Civil Rights Act of 1964 (Title VII)</p> <p>1965 – EEOC established + Executive Order 11246 creates OFCCP</p> <p>1967 – Age Discrimination in Employment Act</p>	<p>24 states adopt equal pay legislation</p>
1990	<p>1990 – Americans with Disabilities Act</p>	
2008	<p>2009 – Lilly Ledbetter Fair Pay Act</p> <p>2014 – EEO-1 Component 2</p>	<p>Less state action</p>

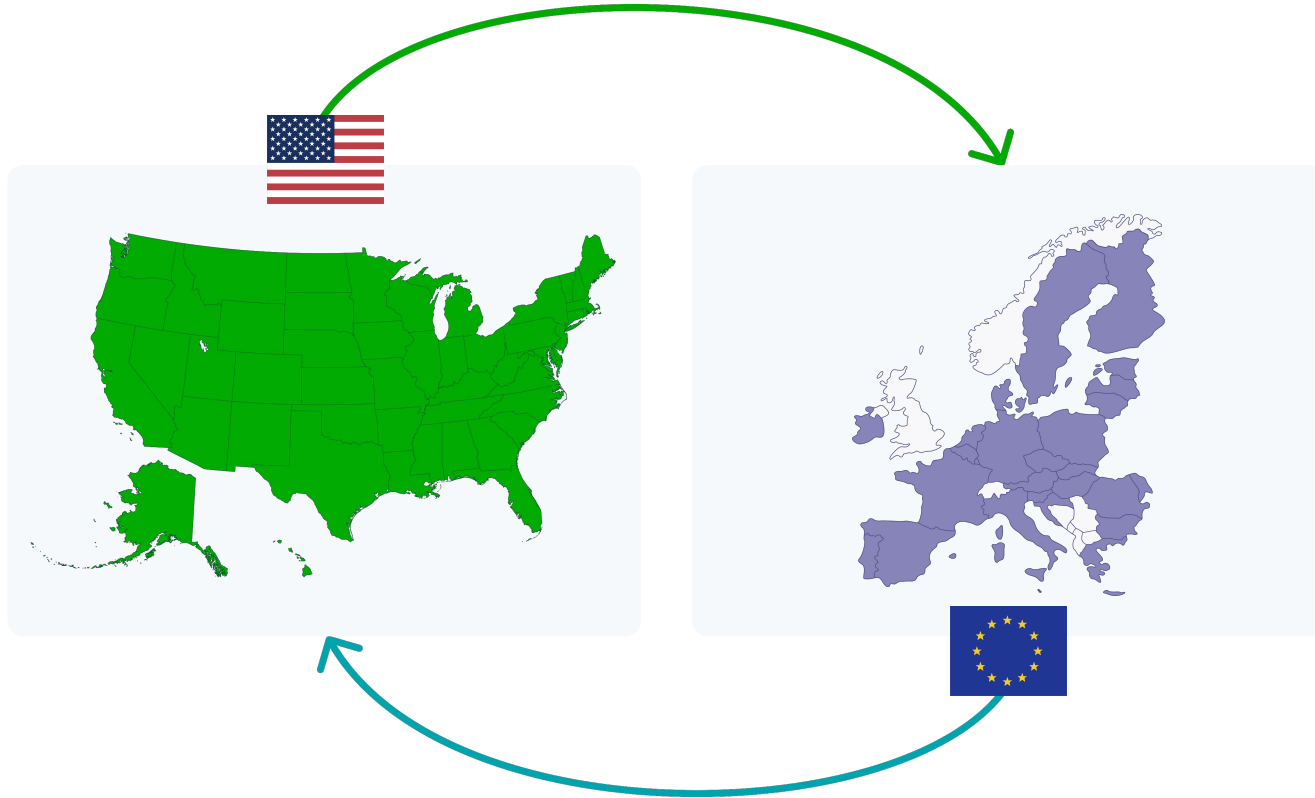


# Timeline of Federal and State Pay Equity Laws in the U.S.

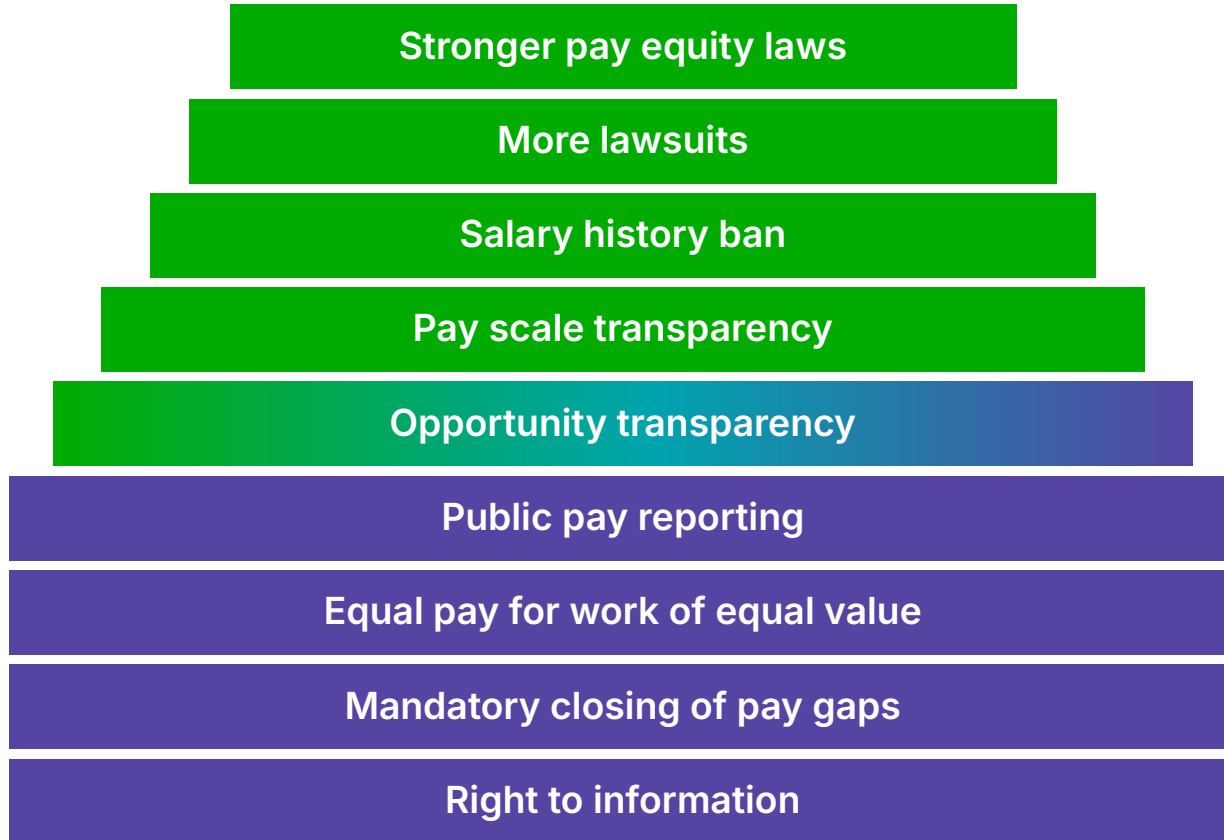
	Federal	State
2016		<p><b>2016</b> – More stringent pay equity laws in CA, NY, &amp; MA</p> <p><b>2017</b> – Salary history ban laws</p> <p><b>2018</b> – CA pay scale disclosure law (upon request)</p> <p><b>2019</b> – 2 states adopt equal pay laws + First pay scale transparency law for CO</p>
2020	<p><b>2017</b> – EEO-1 Component 2 stopped</p> <p><b>2024</b> – Announce plan to reinstate EEO-1 Component 2</p>	<p><b>2020</b> – CA pay data reporting law</p> <p><b>2021</b> – CT, NV, and RI require proactive disclosure of pay ranges during the hiring process + IL pay gap reporting</p> <p><b>2022</b> – CA amends its pay reporting law + MS becomes the 50th state with an equal pay law</p> <p><b>2023</b> – Opportunity transparency laws in IL and CO</p>



# International cross-pollination



# EU Pay Transparency Directive roadmap





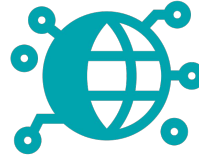
# Federal predictions based on the President-elect



Federal pay data collection unlikely



Expected scrutiny on workplace DEI training



Artificial intelligence given more free rein



No (or slight) increases in federal minimum wage



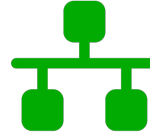
# | State predictions



Continued pay  
transparency



More pay  
reporting



More opportunity  
transparency



Right to  
information?





# Q&A