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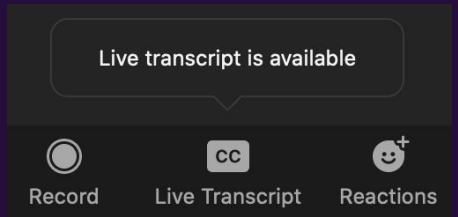
Syndio Briefing

Washington State Pay Scale Transparency

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.



AGENDA

01 Intro & housekeeping

02 What does the WA pay scale transparency bill entail?

03 How employers are approaching

04 How your company can be ready

05 Q&A

The information provided herein does not, and is not intended to, constitute legal advice. All information, content, and materials are provided for general informational purposes only.

Speakers

Nancy Romanyshyn

Director of Pay Strategy and Partner Success at Syndio

Christine Hendrickson

VP of Strategic Initiatives at Syndio

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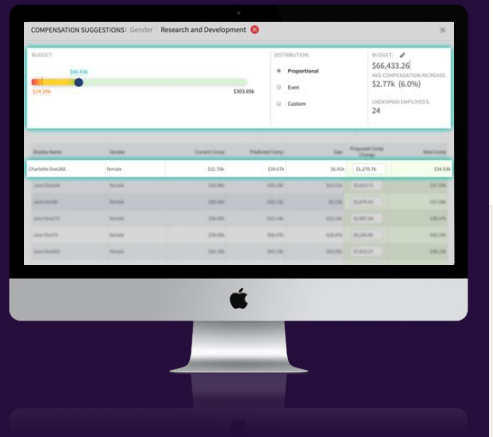
Our mission is to build expert-backed technology that helps companies measure, achieve, and sustain workplace equity.



Workplace Equity 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

200+ industry leaders trust Syndio

including 30% of Fortune's Most Admired Companies

salesforce · General Mills · Match Group · BLOCK · NORDSTROM

Washington State has been way ahead on pay transparency

- One of the first with more onerous equal pay laws
- One of the first states to pass a mandatory pay transparency statute
- One of 6 jurisdictions requiring including pay scale on job postings

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“Washington Equal Pay and Opportunities Act” over the years

2018

Groundbreaking law:

- Broadened equal pay law
- Cannot rely on prior pay to justify pay differences
- Wage discussion protection

2019

What changed:

- Added salary history ban
- Required employers to pay employers to provide pay scale or wage information to both applicants and internal employees, **<u>if requested</u>**

Three flavors of pay transparency laws

Reactively provided, upon request

California
Washington State*
Maryland
Cincinnati, Ohio
Toledo, Ohio

Proactively provided during hiring process

Connecticut
Nevada
Rhode Island

Proactively provided in job posting

Colorado
New York City, NY
Washington State*
Jersey City, NJ
Ithaca, NY
Westchester County, NY

California, Chicago, New York State and more on the horizon

Get the U.S. Pay Scale Transparency Cheat Sheet at
syndio.com/cheatsheet

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Washington State pay scale transparency law

SB 5761

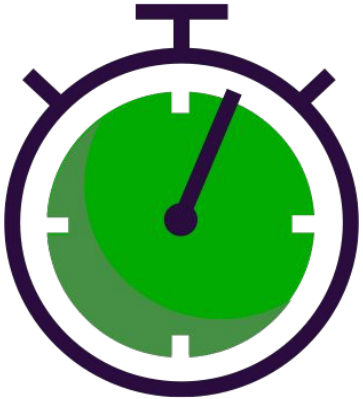
Proactive pay scale disclosure:
Yes, in the job posting

Employees for current role:
Upon request

Coverage:
Employers with 15+ employees

Effective date:
January 1, 2023

Timeline



Effective Date of Amendments

- January 1, 2023

Wage scales + benefits

- Must include “wage scale or salary range” and a description of “benefits and all other compensation” in posted roles

+

- Must provide pay scale to employees for their current role, upon request
    - This is a current requirement
    - No longer can just provide minimum for transfer roles

Pay scale
transparency

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Job posting

- “Postings” means “any solicitation intended to recruit job applicants for a specific available position
- Also applies to using a “third party” and
- Includes “any postings done electronically, or with a printed hard copy, that includes qualifications for desired applicants.”

Pay scale

Postings

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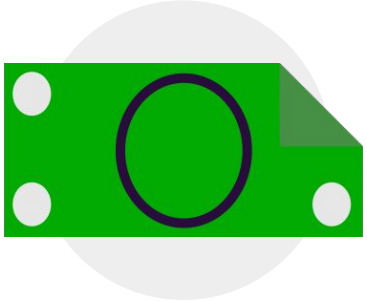
Pay transparency penalty



- Civil penalties: $500 for a first violation to $1,000 or 10% of damages (whichever is greater) for a repeat violation
- Statutory damages: greater of actual damages or $5,000; interest of 1%/month on all compensation owed; and costs and reasonable attorneys' fees

POLL QUESTION 01

What are your biggest concerns with the pay scale laws?

1. Defining the range
2. Mechanics of posting range
3. Current employees seeing ranges
4. Communication strategy
5. Other

POLL QUESTION 02

Approach to compliance with pay scale transparency laws?

1. Jurisdiction by jurisdiction
2. Nationwide approach
3. Not yet decided
4. Other

Learnings from the Roundtables in NYC and California

1. Moving towards nationwide compliance as a recruiting and retention edge
2. Biggest pain point: current employees
3. Employers who are routinely evaluating pay equity felt more prepared

PayFinder… helps further remove bias from pay decisions and ensuring all employees are paid fairly from day one.

Connie Kielty,
VP of Compensation,
North America
QBE

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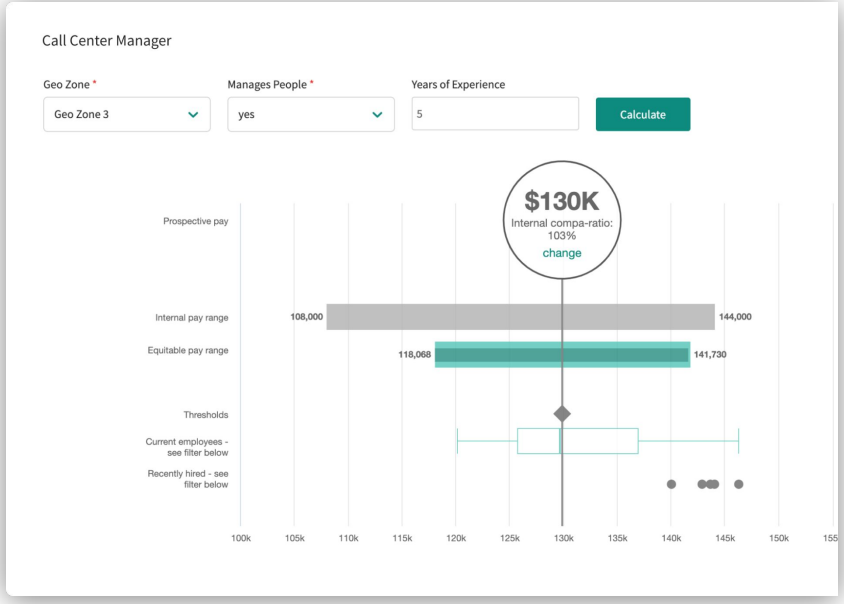
But exactly how will employers use PayFinder to comply with pay scale transparency laws?

Using Pay Finder to create ranges for job postings

- Select the job
- Enter estimated minimum and maximum requirements
- See
  - Recommended pay range based on market data or your internal salary range
  - Equitable pay range based on how you are currently delivering pay
  - Other detail (e.g., recent hires, employees in similar jobs)



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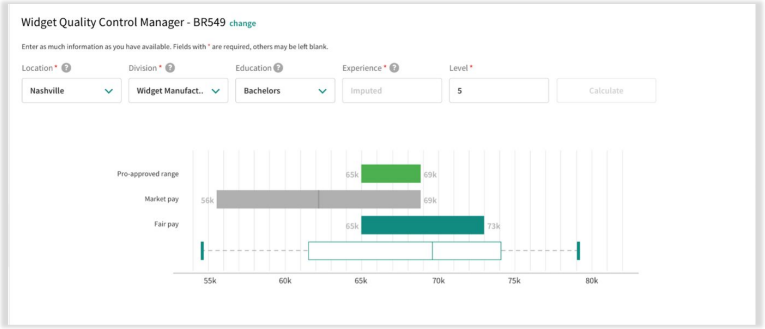
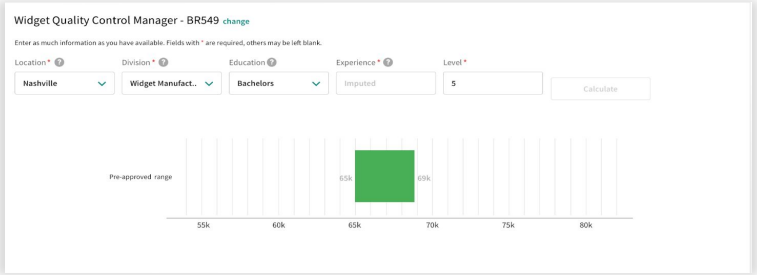
Different View for Different Users

Comp Professional View



Customizable Recruiter View



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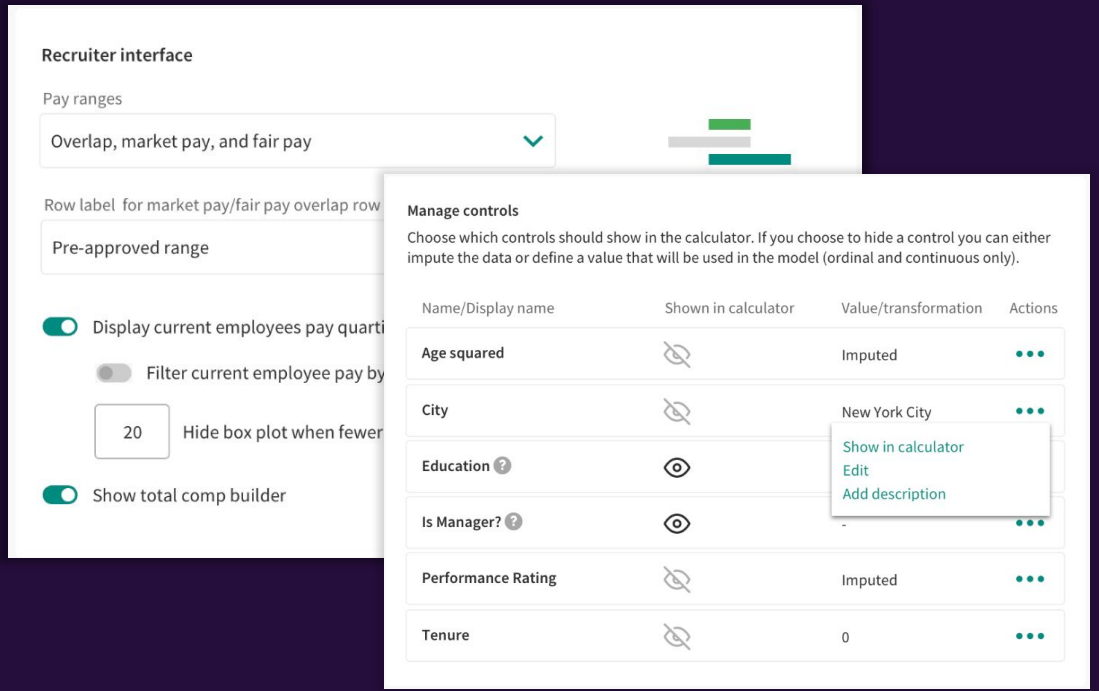
Pay Finder Recruiter View

Configure

Comp team customizes recruiter interface based on their requirements.



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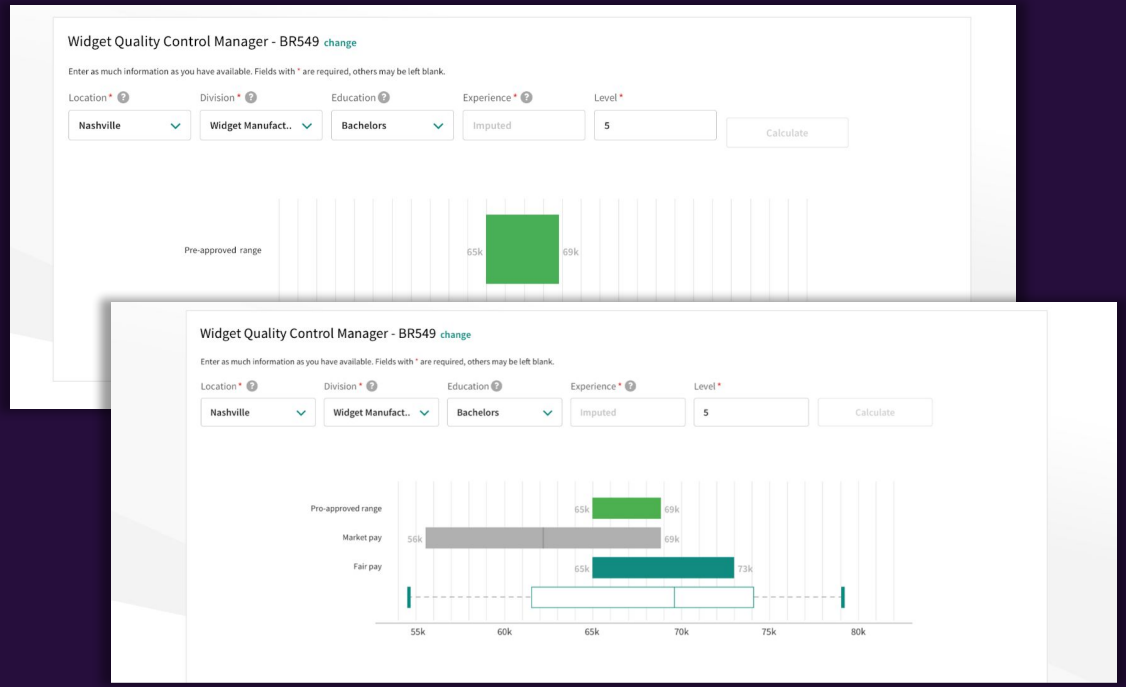
Pay Finder Recruiter View



Get insights

The Pay Finder returns pay insights for that candidate, including the pre-approved range, or additional information, if needed.

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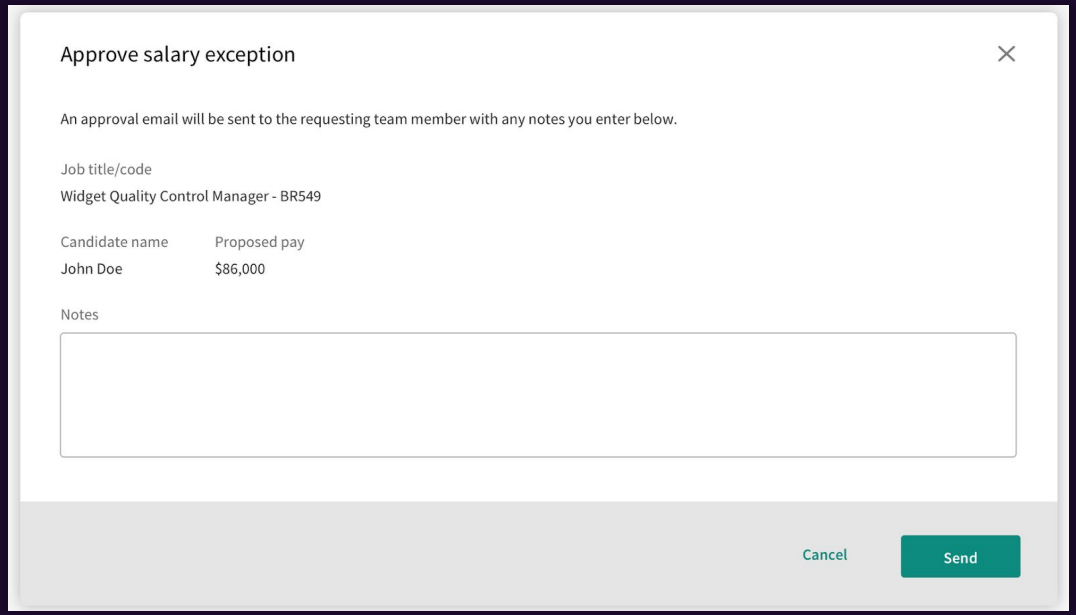
Pay Finder Recruiter View

Escalate

If needed, recruiters can escalate to the comp team.



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Thank you

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