



**2021  
Update!**

# Equal Pay for Equal Work

## What we know 8 months in

After the Equal Work Equal Pay law went into effect January 1, Colorado's dealerships have witnessed some interesting unintended consequences as a result – and even more questions than dealers had last year.

For one, how does the law apply to those dealerships whose ownership is out of state, but employees' jobs are in Colorado? And now that the law has been in effect for 7 months, how do you develop pay bands, one of the biggest topics in employment law today?

Enforcement will begin in August, and if you're not in compliance, you could be fined \$5,000 a day until you are.

Join us at 8 a.m. Wednesday, August 25 as **Alexandra Bellanti**, Employers Council Pay Equity Attorney, Affirmative Action Planning Services leads the webinar Equal Pay for Equal Work: What we know 8 months in.

Designed for dealer principals, general managers, HR managers, business managers and controllers, Alex will discuss issues employers are facing today and how they're handling the new law – the biggest being evergreen postings and in-line promotions. She'll walk you through how to develop pay bands and outline court decisions that uphold the law.

## You'll learn

- What may or may not be used to explain salary difference
- Pay band development and posting compliance
- Trends and how employers across Colorado are handling this new law
- What kind of enforcement actions are being levied – and the related fines
- How the law applies to dealerships whose headquarters are out of state, yet employees' jobs are in Colorado

## The details

### What

Equal pay for equal work: What we know 8 months in

### When

Wednesday, August 25, 2021  
8:00 - 9:30 a.m. Webinar

### Price

\$179

### Register

[www.colorado.auto/events](http://www.colorado.auto/events)

### BONUS!

Do you offer medical benefits to your employees through CADA Insurance Services?

**Attend FREE!** Call 303.831.1722 for your code.

**Want to attend FREE? Call Craig Gordon:** 303.457.5118  
[craig.gordon@colorado.auto](mailto:craig.gordon@colorado.auto)

### About our presenter



**Alex Bellanti** joined Employers Council in the summer of 2018 as an attorney with the Employment Law Services department. In November 2020, she transitioned to a role as the Pay Equity Attorney within the Specialized Legal Services department, and works with the AAPS/Pay Equity Group on performing pay equity audits and advising members on related matters.

Alex specializes in wage and hour law, with a current emphasis on pay equity, along with discrimination and EEO law. Previously, Alex practiced Plaintiff's side employment law for nearly five years in Colorado and Oklahoma. Outside work, Alex enjoys skiing and Texas Rangers baseball.

