



**EPISODE 11: WHAT NEW PAY EQUITY LEGISLATION MEANS FOR
GLOBAL ENTERPRISES**

MAY 25, 2021

EPISODE 11: SPEAKERS



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Legislative Update

In the U.S., active pay equity legislation is underway

- Paycheck Fairness Act: introduced multiple times, hasn't passed both chambers of congress
- State-focused legislation, e.g. CO and CA
- Global laws are also changing (Switzerland; Western Europe proposal)



“Regardless of the outcome of the vote, employers need to be aware of the Act’s proposed terms and what it means for their compensation program and equal employment opportunity compliance strategy more broadly, as the Act’s provision may be a template for future regulation.”

-World at Work

Legislation Signals Trends in Employee Engagement

Legislation

New laws will make litigation more likely and difficult to defend

Cultural

Employees, public, boards, execs all want information on pay equity

ESG

Investors, executives looking for tangible progress and tying results to executive comp

... the focus on pay equity is a signal of both legislative trends and cultural trends as it relates to how businesses engage with employees.

SURVEY QUESTION

What is your company doing to prepare for new pay equity legislation?

- A. Wait and see what the new laws entail**
- B. Proactively working to resolve pay equity issues**
- C. Proactively changing policies like those requesting salary history**
- D. Proactively investing in pay transparency with employees**
- E. B, C, + D above**

Best Practices to Prepare Proactively

1 Build a pay program

- One time analysis is not enough and won't protect against rigorous legislation we already see in CA

2 Plan for disclosures

- Cultural and legislative pressures will force your hand, get in front of that

3 Leverage technology

- It's the key to building an agile foundation that prepares you for any legislation

What We'll Cover

1. **The current and future legislation: what's happening now?**
2. **What's coming next?**
3. **How to prepare: why episodic pay equity won't help you**

DISCUSSION

Current and Future Legislation: What's Happening Now?

1. Paycheck Fairness Act: what should we expect?
2. How will the State Laws in CA, CO, OR, NY change behavior? Will this result in more cases?
3. Talk about the Biden Administration and disclosure recommendations. Is there anything compensation professionals should know about?
4. What about the SEC?
5. What will states and federal agencies do with the comp information they collect?

DISCUSSION

What's Coming Next?

1. Is pay equity a partisan issue? Are there separate bills? How are they different?
2. What compromises should we expect?
3. What are we seeing internationally?
4. What about corporate governance? Do you anticipate pay equity being included as part of broader ESG?

DISCUSSION

How to Prepare: Why Episodic Pay Equity Won't Help You

1. How will “stale” analysis, e.g. one and done stand up to some of the new legislation?
2. How should employers meet the transparency demands of boards and other stakeholders?
3. Why would an ongoing “pay equity program” safeguard your company?
4. How can technology help break the gridlock and help with compromise?

Don't miss episode 12 of our Fairness At Work series

How to Leverage Pay Equity to Build Your Employer Brand

Hear from our panelist, Susan LaMotte, founder + CEO
of



June 22, 9am PST/12pm EST



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