

Webinar on

Pay Equity! The New Tsunami for Employers

Learning Objectives

- Learn how to evaluate your pay practices to determine changes*
- Learn how the EEO-1 Reporting Component 2 guidelines will help develop effective pay practices*
- Learn what pay practices will increase retention and diversity*
- Create hiring practices that will enhance your current recruitment practices*
- Learn how to keep track of states requiring salary bans*
- Create compensation audits that hit all the salary ban requirements*

• Areas Covered

- Learn which states & local jurisdictions have current salary questions bans, Learn how most states handle the regulations*
- How can Employers determine the most effective method to create pay audits?*
- What does the EEOC have to do with pay equity?*
- How can the EEOC assist Employers with creating pay equity guidelines*
- Learn how to develop policies that will sustain pay equity requirements*
- Recommendations for Best Practices With Respect to Salary History Bans*
- Pay Transparency Laws, Learn how to evaluate pay equity systems that can collect the correct pay data*

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PRESENTED BY:

Margie Faulk is a senior-level human resources professional with over 14 years of HR management and compliance experience. A current Compliance Advisor for HR Compliance Solutions, LLC, Margie, has worked as an HR Compliance advisor for major corporations and small businesses in the small, large, private, public and non-profit sectors..

On-Demand Webinar

Duration : 90 Minutes

Price: \$200

Webinar Description

State and local governments are increasingly adopting laws and regulations that prohibit employers from requesting salary history information from job applicants. The laws are aimed at ending the cycle of pay discrimination and some go further than merely banning pay history questions. A few also prohibit an employer from relying on an applicant's pay history to set compensation if discovered or volunteered; others prohibit an employer from taking disciplinary action against employees who discuss pay with coworkers.

Until recently, employers in all states could ask applicants about their current salaries or what they made at previous jobs. However, with a renewed national focus on gender inequality in pay, many states are considering salary history bans that prohibit this practice. So far, only a handful of states and cities have passed such laws. However, employers should be aware that more laws could be on the horizon and be mindful of equal pay laws when negotiating an applicant's salary.



Who Should Attend ?

All Employers

Business Owners

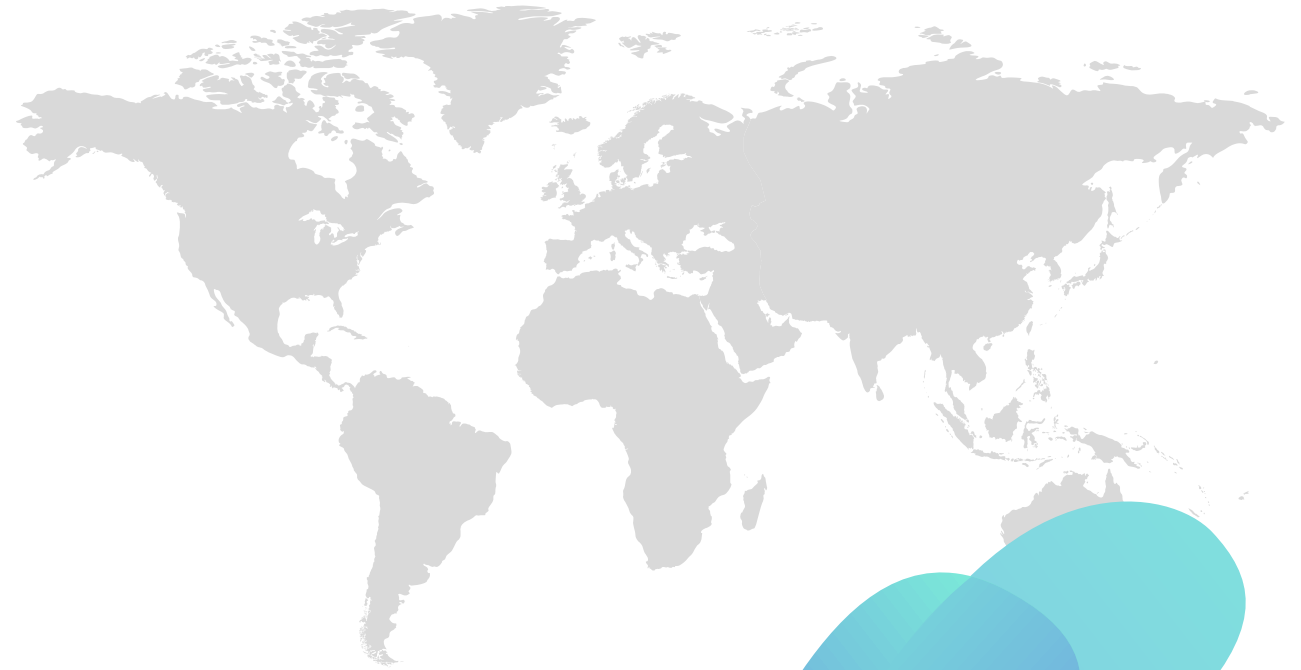
Company Leadership

Small business owners

Managers/Supervisors

Compliance professionals

HR professionals



Why Should You Attend ?

Salary history bans are designed to address gender pay inequality. Although it has long been illegal for employers to pay men and women different wages for the same work, a significant pay gap still exists. According to a report from the Bureau of Labor Statistics, women earned 82% of what men earned in 2016. For minority women, the pay gap is generally even more pronounced.

When employers continue to base salaries on an applicant's past earnings, it can be impossible for women to break free of the cycle of discriminatory pay practices. Low pay can continue to follow them from job to job over the course of their careers. The salary history ban is designed to put a stop to that.

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