

Emerging Issues in Pay Equity

Practical advice on how to best mitigate risk, including tips for both sides of the bar on pay equity policies, procedures, and audits

Although women are entitled to equal pay under federal and state law, there remains a significant pay gap between men and women. Join us to discuss the intricacies of the Massachusetts Pay Equity Law in depth and learn what steps can be taken toward compliance and how to implement best practices in fair pay. Ensuring that men and women are paid equally for “comparable” work can be more complicated than it sounds. What is “comparable” work, and when is it acceptable to pay employees differently? When does it make sense to conduct a pay equity audit? What are the potential benefits and drawbacks? What does it mean to conduct a pay equity audit in “good faith”?

Engage in interactive discussions about the complex issues that arise as employers work to address the pay gap between men and women. Learn about the risk exposure for companies who fail to comply with the Pay Equity Law. Get practical advice on how to best mitigate this risk, including tips on pay equity policies, procedures, and audits. Hear the panel of experienced employment law practitioners share their experiences and perspectives on representing employers and employees, as well as the perspective of a neutral mediator/arbitrator and in-house counsel. Join the dialogue; bring your questions!

Agenda

- Overview of the Law and Key Compliance Measures
- Comparable Work
- Pay Transparency
- How to Proactively Identify and Address Pay Inequity
- Strategies to Minimize Implicit Bias in Recruitment, Hiring, and Promotion Decisions
- Pay Equity Audits
- Hypotheticals and Interactive Discussion
- “Ask the Experts” Q&A Session

Faculty

Lori A. Jodoin, Esq., *Powers, Jodoin, Margolis & Mantell LLP, Boston, Chair*

Elisa A. Filman, Esq., *Rodman Employment Law, Newton*

Desiree Murphy, Esq., *Senior Legal Counsel, Labor and Employment, CVS Health, Woonsocket, RI*

Bette J. Roth, Esq., *Roth ADR, Newton*

Andrea Evans Zoia, Esq., *Morgan, Brown & Joy LLP, Boston*

Dates & Location

Register at www.mcle.org

LIVE WEBCAST

Wednesday, June 7, 2023

2:00 pm–5:00 pm

Program Number: 2230117WBC

REBROADCAST

Thursday, June 22, 2023

1:00 pm–4:00 pm

Program Number: 2230117RBC

REBROADCAST

Friday, June 30, 2023

9:00 am–12:00 noon

Program Number: 2230117RB1

ON DEMAND WEBCAST

View after Friday, June 30, 2023

Program Number: 2230117WBA

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Materials

The materials for this program are available online only and can be downloaded via the link emailed to you upon registration.

Also, there is no need to take extensive notes. Two weeks after the live webcast, all registrants receive a link to a verbatim transcript and audio and videorecordings of this program.

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