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# Pay Equity Concerns & Compliance

**Start Date: 11/13/2019 7:30 AM**

**End Date: 11/13/2019 10:00 AM**

Pay Equity Concerns & Compliance Jill Lowell Esq., Littler Mendelson & Betty Richardson, Rewarding Solutions, LLC Wednesday, November 13th This program has been pre-approved for 1.5 Professional Development Credits (PDCs) by the Society for Human Resource Management and 1.5 HR (General) credits by the HR Certification Institute Location : Landsman Development Corp 3 Townline Circle Rochester, NY 14623 \*\*please note, park in the BACK of the building and use the rear entrance\*\* 7:30AM - 8:00AM: Registration & Networking 8:00AM - 10:00AM: Program

Concerns about pay inequality have intensified greatly in recent years. Politicians, media and the public are voicing strong opposition to employers paying women, and other historically marginalized groups, less for the same or substantially similar work. In addition to federal regulations, states and cities across the U.S., including New York, are adopting pay equity laws in an effort to close pay gaps. Compliance with the patchwork of federal, state and local equal pay laws can be daunting, especially given New York's onerous pay equity laws. During this presentation, attendees will receive an update on recent legal developments as well as compliance guidelines, best practices and recommendations on how to prepare for compensation decisions. By the end of this session, participants will:

- Understand federal and New York pay equity mandates and prohibitions.
- Recognize the significance of these changes and associated risks.
- Learn best practices and compliance guidelines when preparing for compensation decisions.

About the speakers:

**Jill Lowell:** Jill Lowell has been providing employment and labor law compliance advice, litigation avoidance advice and audit solutions to multistate employers for over a decade. She effectively and efficiently audits all aspects of employment law including on-boarding, leaves of absence, paid sick leave, wage/hour and fair employment practices on a federal, state and local level. Jill regularly works with employers across an array of industries, including law firms, banks, investment firms, restaurants, universities, and manufacturing and processing facilities. Jill currently serves as a member of the firm's Diversity Advisory Group and is the co-chair of the subcommittee responsible for tracking and promoting diversity within the firm.

**Betty Richardson** Betty Richardson has held key executive roles in the area of human resources for more than twenty years. Her experience includes all aspects of design, training, and administration of human resources programs for start-up businesses through Fortune 500 companies. Her in-depth human resources background in varying types and sizes of organizations provides Betty with a strong foundation to deliver needed results that are customized for each client. In 1997, Betty established REWARDING SOLUTIONS, a consulting and training business. She has worked with numerous companies, including Eastman Kodak Company, Harris Corporation/RF Communications, Bausch & Lomb, Zweigle's, LiDestri Food & Drink and Dixon Schwabl as well as many not-for-profit organizations such as National Museum of Play, ESL, Mary Cariola Children's Center, Villa of Hope, Episcopal Senior Life, ABVI-Goodwill, Arc of Monroe, Arc of Seneca Cayuga, Catholic Charities and Catholic Family Center. Consulting and training work includes:

- Design of base pay programs including the development of grades and pay ranges
- Design of incentive pay programs including team bonuses & sales commission/bonus plans
- Design of performance management programs and pay for performance/merit programs
- Design of employee recognition plans including cash and non-cash awards
- Design and administration of salary surveys and benchmarking of pay and policies
- Design and delivery of customized leadership skills training including a supervisory series
- Implementation and analysis of employee engagement surveys and employee focus groups.

Prior to establishing REWARDING SOLUTIONS, Betty was the Director, Corporate Compensation Planning and Development for Eastman