Pay equity issues are of increasing concern to employers and employees alike, and with good reason. The Equal Pay Act has been reinvigorated by recent political and legislative initiatives as well as social media. A number of bellwether states, including Massachusetts, California, New Jersey, Delaware, and Oregon, have enacted robust pay equality statutes, with more legislation on the horizon. Equal pay litigation is on the rise and multi-million dollar settlements of class action lawsuits are being reported on a weekly basis. Activist shareholder groups are demanding that companies conduct pay audits to ensure employees are being paid fairly and in compliance with these new laws.

In response to the recent increase in new pay equity legislation and the challenges facing employers working to understand and comply with equal pay laws, Fisher Phillips has developed a Pay Equity Interactive Map. The map allows visitors to explore the pay equity laws of states and major cities by simply clicking on each state on the map. Click on the map on this page to learn more.

The Fisher Phillips Pay Equity Practice Group works with you to help navigate the challenging demands of equal pay laws and resulting legislation. With lawyers across the country dedicated to knowing the ins and outs of the evolving state laws, we can evaluate your workforce to identify disparities, help you implement pay practices designed to comply with the increasing demands of new laws and regulations, and defend any claims of unlawful pay practices that land on your desk.

Proactive Audit
We can conduct a privileged audit of your pay practices, an indispensable first step in any compliance effort. To help you prepare for and comply with federal and state pay equality requirements we’ll undertake a careful three-step process. We’ll review your compensation policies and pay determinations to ensure your organizational decisions are properly documented. We’ll identify
differences in pay across gender and other protected classifications. And we’ll ensure that you are prepared to **justify** any pay disparities based on legitimate factors, such as location, education, or training.

**Compliance Efforts**
We take a holistic approach to pay equity issues. We review policies, applications, and other critical documents to ensure compliance with new and evolving pay equity laws. We train those management level employees, human resources staff, and compliance experts responsible for determining and monitoring employee compensation. Our goal is ensuring that these key individuals have a complete understanding of pay equality and the mandates of the Equal Pay Act (EPA) and applicable state and local laws.

**Defense of Legal Actions**
The EPA permits employees to file time-consuming and costly unlawful pay collective actions, and we predict the number of equal pay collective actions will grow exponentially in the near future – just as wage and hour claims have done over the past several decades. Our deep bench of accomplished class and collective litigators stands ready to respond to litigation and enforcement actions in an aggressive but strategic way.

Click here to read the Pay Equity Matters Blog.

**News**

How New Pay Gap Disclosures in Britain Could Push Companies to Promote Women  
4.4.18

Fisher Phillips Unveils New Tool to Track Pay Equity Laws  
3.16.18

Goldman Sachs’s Gender Problem: In Britain, Average Pay for Female Workers is 56 Percent Lower Than for Male Counterparts  
3.16.18

Interested in State’s Pay Equity Laws? Check Out This Firm’s Interactive Map  
2.26.18

Fisher Phillips Launches Interactive Pay Equity Map  
2.22.18

Bank of America is the Latest Company to Ban this Dreaded Job-interview Question  
1.29.18
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Why Salary History Bans Are on the Rise
11.15.17

EEOC Chair Says Pay Bias Still A Priority Despite OMB Move
8.30.17

Trump Administration, Facing Business Pressure, Blocks Wider Pay-Data Rule
8.30.17

Employers Within Rights to Fire Charlottesville Marchers
8.22.17

Pay Equity is the Law, but Wage Gap Between Men and Women Still Exists
8.10.17

Pay Equity Practice Group Co-Chair Offers Tips for New Jersey Employers to Stay Compliant with Pay Equity Mandates
7.9.17

New York City Employers Won’t Be Able To Ask For Your Salary History Anymore
5.4.17

‘What’s Your Salary?’ Becomes A No-No In Job Interviews
4.27.17

Some States Are Banning the ‘Salary’ Question in Job Interviews
4.27.17

New York City Just Banned Bosses From Asking This Sensitive Question
4.6.17

Radio Appearance: Pay Equity in New York and Beyond – What is Causing the New Legislation and What Employers Need to Know
2.23.17

ViewPoint: Unconscious bias is a problem for employees and employers
1.20.17

The Pay Equity Law Firm
12.12.16

National Labor and Employment Firm Starts Pay Equity Practice
12.6.16
Fisher Phillips Launches New Pay Equity Practice Group
Attorneys address employer concerns over pay equity issues
12.5.16

USA: Rise in Retaliation Claims Prompts New Equal Employment Opportunity Commission Guidance
11.16.16

USA: Mind the Gap: New Laws Target Pay Inequity Between the Sexes
11.16.16

BigLaw Reacts To Trump’s Election To The White House
11.9.16

The Morning Risk Report: Changes Coming to EEOC Pay Rule
10.26.16

Detailed Data May Not Be Enough To Close Gender Pay Gap
10.6.16

AG Haley’s Demands for Pay Data Remain a Mystery
9.2.16

8.18.16

What a New Equal Pay Law in Massachusetts Could Do for Everyone, Not Just Women
8.4.16

Three Big Questions Lawyers Have About the New Massachusetts Pay-Equity Law
8.2.16

Publications

HR Executive Features Fisher Phillips Attorney’s Step-by-Step Guide to Conducting a Pay Equity Audit
2.7.19

Does Your State Have an Equal-Pay Statute?
10.11.17

‘What’s Your Current Salary?’ is a Potentially Illegal Hiring Question
9.15.17
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Achieve Pay Equity Act: Are Employers Ready to Defend Their Pay Practices?
3.1.17

Preparing for New Pay Equity Requirements
2.1.17

Be Ready for Increased Focus on Pay Equity in 2017
1.20.17

Pay Equity and the New EEO-1 Reporting Requirements
11.21.16

Speaking Engagements

Pay Equity Lightning Round Webinar Series
Webinar

GoToWebinar, Multiple Dates

Massachusetts Equal Pay Act: The Countdown to July 1st Is On
Webinar

GoToWebinar, 3.9.18

What Every Employer Needs to Know
2017 Webinar Series

GoToWebinar, Bimonthly

The Pay Equity Lightning Round
2017 Webinar Series

GoToWebinar, 9.12.17

New Jersey State Bar Association (NJSBA) 2017 Annual Meeting and Convention
Can Employers Hide from Historical Patterns of Unequal Pay in the Era of Computers and Big Data

Borgata Hotel Casino & Spa, Atlantic City, 5.19.17
New York’s Achieve Pay Equity Act, One Year In: Are Employers Ready to Defend their Pay Practices?
Webinar
GoToWebinar, 3.14.17

Breaking the Glass Ceiling: Litigation Under the Equal Pay Act and Evolving Pay Equality Mandates
10.13.16

**Legal Alerts**

Sweeping Pay Equity Laws On The Way For New York Employers
6.21.19

What A Difference An Election Makes: Colorado Passes Slate Of New Employment Laws
5.28.19

What Employers Need To Know About The New EEOC Chair
5.10.19

Double Duty: You Will Soon Have To Turn Over Pay Data From Both 2017 And 2018
5.3.19

September 30 Is Your Pay Data Reporting Due Date
4.25.19

Cincinnati Joins Growing Number of Jurisdictions Banning Salary History Queries
3.27.19

Employers Get A Pay Data Reporting Reprieve – But For How Long?
3.18.19

Late Night Shocker: EEO-1 Once Again Poised To Gather Pay Data Information
3.5.19

Supreme Court Strikes Down Significant Pay Equity Case
2.25.19

EEO-1 Reports Delayed Until May 31
2.1.19

5 Takeaways From Oregon’s New Pay Equity Regulations
12.13.18
Government Revises Pay Bias Standards For Federal Contractors  
8.27.18

New Jersey Becomes Latest State To Pass Equal Pay Legislation  
4.16.18

Appeals Court Says Salary History Can’t Block Equal Pay Act Claims  
4.9.18

Equal Pay For Equal Work: Washington Updates Equal Pay Act For The First Time In Over 70 Years  
3.22.18

Massachusetts Employers Receive Guidance On Equal Pay Law  
3.5.18

New Year, New Laws In New York  
12.20.17

November 2017: The Top 14 Labor And Employment Law Stories  
12.6.17

October 2017: The Top 11 Labor And Employment Law Stories  
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California Employers Face Significant New Requirements  
10.16.17

September 2017: The Top 10 Labor And Employment Law Stories  
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August 2017: The Top 11 Labor And Employment Law Stories  
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White House Blocks Revised EEO-1 Report  
8.30.17

Oregon Employers Face Significant New Workplace Laws  
8.16.17

July 2017: The Top 12 Labor And Employment Law Stories  
8.1.17

Nevada Follows Trend By Passing Strict New Wage Disclosure Law  
7.25.17
San Francisco Employers Face New Gender Equality Laws
7.19.17

April 2017: The 13 Biggest Labor And Employment Law Stories
5.3.17

100-Day Recap: Workplace Law Under President Trump, So Far
5.2.17

NYC Prohibits Past Pay Inquiries
4.6.17

Is There A Women’s March On Employers? What Employers Need To Know About The ‘Day Without A Woman’ Protests
3.7.17

February 2017: The 12 Biggest Labor And Employment Law Stories
3.1.17

Workplace Law Regs On White House Chopping Block
2.28.17

Second Time’s The Charm? An Employer’s Guide To Labor Secretary Nominee Alexander Acosta
2.17.17

2nd Circuit Reaffirms Limitations On Statistical Evidence In Pay Equity Cases
2.16.17

Super Bowl Commercial Highlights Pay Equity
2.7.17

Past Pay Now Private In Philadelphia: Employers Can’t Make Wage History Inquiries During Hiring
1.24.17

An Employer’s New Year Resolution: Pay Attention To Pay Equity In 2017
1.20.17

New York Governor Signs Executive Orders To Address Wage Gap
1.19.17

November 2016: The 7 Biggest Labor And Employment Law Stories
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Top 10 Workplace Law Developments To Expect From The Trump Presidency
11.9.16

Pay Equity: Law, Litigation, and the Gathering of Pay Data
10.24.16

Workplace Law Discussed During Final Presidential Debate
10.20.16

EEOC Announces New Enforcement Priorities
10.19.16

EEOC Unveils New EEO-1 Report To Capture 2017 Pay Data
10.10.16

California Legislature Adds Extra Set Of Teeth To Fair Pay Act’s Protections
9.30.16

Trump, Clinton Talk Workplace Law At First Debate
9.27.16

Government Releases Final Rule Implementing “Blacklisting” Law
8.26.16

Pay Equity Becomes Law In Massachusetts
8.1.16

Updated Equal Pay Data Rule Fails To Address Employer Concerns
7.14.16

EEOC To Revise Controversial Proposed Pay Data Collection Rules
6.27.16

Fisher Phillips Offers Comments On EEOC’s Proposed Pay Data Collection Rules
4.6.16

Employers May Soon Be Forced To Reveal Pay Information By Gender
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