



EEOC Wants to Collect Pay Data to Beat Discrimination

News

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Sarah Moore was quoted in *Corporate Counsel* on February 1, 2016. The article “EEOC Wants to Collect Pay Data to Beat Discrimination” discussed the U.S. Equal Employment Opportunity Commission's recently proposed revision to the Employer Information Report, or the EEO-1, that would require employers with more than 100 employees to collect and disclose pay data.

The new reporting requirements would go into effect in September 2017. In the meantime, Sarah advised that employers be proactive and make sure that there are no pay disparities within their companies.

Sarah stated that pay disparities can be inadvertent—often a function of turnover and hiring during volatile market conditions. If disparities are identified, Moore says it’s smart to move ahead and identify what needs to happen to make sure that workers are being compensated in compliance with federal equal pay laws.

She said employers should be mindful that changing an employee’s salary—even when it is a pay bump—could expose them to a confrontation. It’s a delicate issue when notifying an employee their pay history was not aligned with his or her colleagues. Even still, “deal with it sooner, rather than later,” Sarah added.

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