

Prior Salary Can't Justify Gender Pay Disparity, Appeals Court Rules | Equal Pay Day Another Reminder to Review Pay Practices

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The *SHRM* article "Prior Salary Can't Justify Gender Pay Disparity, Appeals Court Rules" quotes Megan Winter on gender pay disparity. On April 9, the 9th Circuit Court of Appeals ruled that employers cannot use an applicant's previous salary to justify the difference in wages between females and males.

Megan explains that "employers who have traditionally used prior salary as a factor, even if it's not the sole factor, in setting compensation may now have risk under the Equal Pay Act [EPA] and may not be able to justify a gender pay disparity."

She is also quoted in the *SHRM* article "Equal Pay Day Another Reminder to Review Pay Practices" which gives an overview on Equal Pay Day and why reviewing pay practices is important for every organization. "It is certainly getting harder for employers to comply with all of the new local laws," said Megan. While not every state has pay-equity laws, she anticipates that more will pass and stresses the importance of employers performing wage audits to make sure they are in compliance with these laws.

To read the full article, visit [SHRM](#).

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Related People





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