

Pay Equity Case Highlights Difference Between Federal And California Law

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Late last month, the 9th Circuit U.S. Court of Appeals issued a decision holding that an employer does not violate the federal Equal Pay Act by paying men and women differently for the same work where their starting pay was determined by their salaries in their previous jobs.

While that decision was noteworthy because it took the more conservative view on an issue on which federal courts have been divided, it will have little effect on private sector employers in California given recent state legislation.

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