



# Lawyers Explore Practical Solutions for Employers to Minimize Pay Equity Claims

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As the New Year approaches, employers are continuing to examine how to properly identify, audit and address equal pay issues within their organizations. In a bylined article for the Association of Corporate Counsel's ACC Docket, Partner Lonnie Giamela and Associate LaLonnie Gray teamed up with Arrow Electronics' Christine Lyman to help employers navigate the evolving arena of pay equity laws to avoid gender-based discrimination claims based on pay, manage overall employee morale, and handle the heightened publicity surrounding pay equity issues. The authors warn that one strategy does not work for all employers, but they explore these three practical steps for companies to consider when addressing the issue of pay equity within their organizations: (1) conduct proactive pay audits, (2) revise compensation plans, and (3) coordinate implicit bias training.

Click [here](#) to read the full article titled "Mind the Gap."

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