

Employee Compensation

DOL proposes Equal Pay Report

 By Damien Munsinger



In an effort to combat persistent wage-gap between male and female workers (reports indicate women earn just 77¢ for each \$1 earned by men), the U.S. Department of Labor (DOL) has proposed a rule that would require federal contractors and subcontractors to submit annual reports on employee compensation.

The DOL maintains that a lack of reliable data on employee compensation that includes race and gender has impaired enforcement of federal laws, such as the Equal Pay Act, that prohibit paying male and female employees different amount for the same work. To address this lack of data, DOL's proposed rule would require certain companies -- those that file EEO-1 reports, have more than 100 employees, and hold federal contracts or subcontracts worth \$50,000 or more for at least 30 days -- to file annual Equal Pay Reports.

The proposed Equal Pay Reports would include summary information such as employee pay and demographic data, and would utilize existing government reporting frameworks. Enforcement resources will be directed toward federal contractors whose Equal Pay Reports

suggest potential pay violations. Given the DOL's renewed emphasis on enforcement of the Equal Pay Act and related laws, employers should evaluate their own compensation and demographic data to make sure their male and female employees are receiving equal pay for equal work.

The Department of Labor will accept comments on the proposed rule from August 8 to November 6, 2014. To read and comment on the proposed rule, click <http://www.dol.gov/ofccp/epr.html> here. **L&C**



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