

California Pay Equity Task Force
Definitions and Co-chairs Subcommittee Meeting

February 1, 2017

MINUTES

CALL TO ORDER: Commissioner Lauri Damrell calls the meeting to order at 1:01 PM. Commissioner Lauri Damrell calls the roll. Those attending are Co-chair Commissioner Lauri Damrell and Jennifer Barrera. Tamara McDonald and Jennifer Reisch attend via noticed conference call locations. Doris Ng attends via teleconference from San Francisco.

Staff attending are Nancy Kirshner-Rodriguez and Dr. Tonya D. Lindsey.

Member of the public Megan Lane is present in Sacramento.

AGENDA: Members already adopted the agenda at the January 20, 2017 meeting that was rescheduled to today.

MINUTES: The minutes from the December 14, 2017 subcommittee meeting were also approved at the January 20, 2017 rescheduled meeting.

DISCUSSION OF DOIRS NG'S DOCUMENT "BULLET POINTS RE: DEFINITIONS:" Topics included identifying overlap with documents identifying potentially applicable cases; matching employees for analyzing gender pay gap; how California law differs from federal law; composite of skill, effort, and responsibility; EEOC guidance and common core of tasks; jobs that are identical; bonafide factors; people doing work versus the value of jobs; wage rates; and base pay bonus. Commissioner Lauri Damrell, Jennifer Barrera, Jennifer Reisch, Doris Ng, Megan Lane, Nancy Kirshner-Rodriguez, and Dr. Tonya D. Lindsey,

DISCUSSION OF NEXT STEPS:

1. Doris Ng and Jennifer Reisch will search for additional cases that pertain each of the bulleted points.
2. Commissioner Lauri Damrell and Jennifer Barrera will also look for additional cases that pertain to each of the bulleted points.
3. Goal is to circulate cases pertaining to each bulleted point prior to the February 16, 2017 full Task Force meeting. All information that is circulated will not be discussed until February 16, 2017 meeting.

DISCUSSION OF EMPLOYE POLICY LANGUAGE REGARDING SHARING EMPLOYEE WAGE INFORMATION:

Jennifer Reisch, Jennifer Barrera, Commissioner Lauri Damrell.

4. (additional next step) Jennifer Reisch and Jennifer Barrera will edit the policy language to also send out prior to February 16, 2017 full Task Force meeting.

DISCUSSION OF THE APPLICABILITY OF FAIR PAY ACT TO PUBLIC EMPLOYEES: Hearing on this subject and Assembly Bill 46 (Cooper). Hearing organizers have asked for a member of the Task Force to provide information at the hearings. Jennifer Reisch, Nancy Kirshner-Rodriguez, Commissioner Lauri Damrell, Doris Ng.

DISCUSSION OF ADDITIONAL INFORMATION:

5. Tonya D. Lindsey will send group the concepts for definitions from the definitions subcommittee posted work.
6. Commissioner Lauri Damrell and Rhoma Young are working on relevant human resource terms for a glossary. These should go out to the Task Force by February 15, 2017.
7. Jennifer Barrera and Jeanna Steele will also aim to have step-by-step employer compliance checklist ready for early circulation.

DRAFT