

California Pay Equity Task Force

Deliverables, Enforcement, Policy and Practice Subcommittee Meeting

January 20, 2017

MINUTES

CALL TO ORDER: Commissioner Lauri Damrell calls the meeting to order at 10:17 AM. Nancy Kirshner Rodriguez calls the roll. Those attending are Co-chair Commissioner Julie A. Su, Co-chair Commissioner Lauri Damrell, Bethany Renfree attends representing senator Hannah-Beth Jackson, and Tamara McDonald. Doris Ng and Jennifer Reisch attend via teleconference from San Francisco. Victoria Pynchon, Leslie Simon, Kellie Jenkins-Pultz, and Phoebe Liu attend via teleconference from Los Angeles.

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

AGENDA: Members review and adopt the agenda. Jennifer Reisch motions to approve the agenda. Leslie Simon seconds. Nancy Kirshner-Rodriguez takes roll. All present aye.

REVIEW WHAT WAS DISCUSSED AT MEETING ON JANUARY 19, 2017: Types of data that companies should keep. Commissioner Lauri Damrell.

DEFINITIONS SUBCOMMITTEE MEETING: Jennifer Reisch

STRATEGY FOR CREATING DISSEMINATING TASK FORCE WORK PRODUCTS DISCUSSION: The Task Force needs to remember to reach audiences (such as low-pay women, smaller employers) and people who speak different languages using social media. Nancy Kirshner-Rodriguez, Victoria Pynchon.

PARTNER ORGANIZATIONS AND FUNDING TO PAY FOR OUTREACH DISCUSSION: These can be corporate and non-profit organizations. List of organizations and inventory of products. Victoria Pynchon, Kellie Jenkins-Pultz, Jennifer Reisch, Commissioner Julie A. Su.

TYPES OF DELIVERABLES: Tools for workers and employers. Tip sheets, question and answer documents, mobile apps., hard copy documents, tools and resources for unions such as contract language, training documents, and model information requests. Victoria Pynchon, Nancy Kirshner-Rodriguez, Jennifer Reisch, Stephanie Flores, Kellie Jenkins-Pultz, Bethany Renfree.

OVERLAP WITH OTHER COMMITTEES DISCUSSION: Human resources and what employees need versus what employers can give out to employees about such things as job descriptions. Commissioner Lauri Damrell, Leslie Simon, and Nancy Kirshner-Rodriguez.

WAYS SUBCOMMITTEES CAN BETTER SHARE INFORMATION DISCUSSION: Victoria Pynchon, Nancy Kirshner-Rodriguez, Bethany Renfree, Commissioner Lauri Damrell, Dr. Tonya D. Lindsey, Jennifer Reisch.

SUMMARY OF DISCUSSIONS TODAY: What we create versus how we disseminate it. In-depth tools versus outreach. Task Force materials versus other organizations' materials. Different media and formats. There are three buckets of information: materials developed in partnership with organizations, the deliverables produced by the Task Force, and the use of materials already developed by organizations. Commissioner Julie A. Su, Jennifer Reisch, Nancy Kirshner-Rodriguez, Doris Ng, Commissioner Lauri Damrell, Kellie Jenkins-Pultz.

PRO BONO WORK DISCUSSION: Kellie Jenkins-Pultz, Nancy Kirshner-Rodriguez.

ACTION ITEMS:

1. Jennifer Reisch and Leslie Simon will develop a list and inventory of tools and materials employee organizations and have created.
2. Victoria Pynchon and Kellie Jenkins-Pultz will develop list of organizations to reach out to/partner. Stephanie Flores will coordinate.
3. Victoria Pynchon and Kellie Jenkins-Pultz will inventory materials from these organizations. Stephanie Flores will coordinate.
4. Stephanie Flores and Dr. Tonya D. Lindsey will come up with list of in-depth tools created by the Task Force.
5. Nancy Kirshner Rodriguez, Marian Johnston, and Stephanie Flores will put together a list of avenues for communication.
6. Commissioner Julie A. Su, Director Kevin Kish, Doris Ng, Phoebe Liu, and Tamara McDonald will find out how enforcement agencies can assist with outreach.

Commissioner Lauri Damrell, Victoria Pynchon, Commissioner Julie A. Su, Nancy Kirshner-Rodriguez.

COMMUNICATION'S STRATEGY: Enforcement agencies help with communications, training, documents and resources. Commissioner Julie A. Su, Nancy Kirshner-Rodriguez. Doris Ng, Bethany Renfree, Phoebe Liu, Jennifer Reisch, Kellie Jenkins-Pultz.

DISCUSSION OF HAVING A PUBLIC MEETING FOR FEDERAL AND STATE AGENCIES: Kellie Jenkins-Pultz, Nancy Kirshner-Rodriguez, Jennifer Reisch, Doris Ng. Commissioner Lauri Damrell.

DISCUSSION OF EVENTS, COMMUNICATION STRATEGY, AND DATES FOR ROLL OUTS: Jennifer Reisch, Bethany Renfree, Nancy Kirshner-Rodriguez, Commissioner Lauri Damrell, Commissioner Julie A. Su, Kellie Jenkins-Pultz.

PUBLIC COMMENT: Commissioner Lauri Damrell asks for any public comment. One member of the public suggests that the needs of low-wage employees that are represented versus not represented will be different. Leslie Simon, Nancy Kirshner-Rodriguez, Bethany Renfree.

ADJOURN MEETING: Leslie Simon motions to adjourn. Victoria Pynchon seconds. Commissioner Lauri Damrell asks if there are any objections. Seeing none se adjourns the meeting.