

California Pay Equity Task Force
Definitions, Planning, and
Challenges and Barriers Joint Subcommittee

March 16, 2017

MINUTES

CALL TO ORDER: Commissioner Lauri Damrell calls the meeting to order at 1:15 PM. Tonya D. Lindsey calls the roll. Those attending are Co-chair Commissioner Lauri Damrell and Jennifer Barrera. Jeanna Steele and Jennifer Reisch attend via noticed conference call locations. Jennifer Reisch joins the meeting at 1:30 pm.

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

Members of the public are present in Sacramento and Los Angeles.

AGENDA: Members already adopted. Commissioner Lauri Damrell asks for a motion to adopt the agenda. Jennifer Barrera motions to adopt the agenda, Jeanna Steel seconds. Tonya D. Lindsey calls the roll for a vote. Commissioner Lauri Damrell, aye. Jennifer Barrera, Aye. Jeanna Steele Aye. Jennifer Reisch and Commissioner Julie Su not present for vote.

DISCUSSION OF CASE LAW DOCUMENT AND ADDING A DISCLAIMER: One for one match between skills, effort, and responsibility not required if one factor is not substantially similar. It will not necessarily mean the jobs are not substantially similar; must consider other factors. Commissioner Lauri Damrell, Jennifer Barrera, Doris Ng, Jeanna Steele, Megan Lane, Nancy Kirshner-Rodriguez.

DISCUSSION OF HOW TO PRESENT MATERIAL FOR AUDIENCES: Use of scenarios with case law references. Compliance and enforcement manuals. Present topic, provide example, include disclaimer. Commissioner Lauri Damrell, Jennifer Barrera, Doris Ng, Jeanna Steele, Jennifer Reisch.

WAGE RATE DOCUMENT AND DISCUSSION OF WHAT CONSTITUTES A WAGE: What do people who perform pay audits look at? Could add a reference to fringe benefits in culture document. Doris Ng, Jennifer Barrera, Jennifer Reisch, Nancy Kirshner-Rodriguez, Jeanna Steele.

DISCUSSION OF THE SIZE OF PAY DIFFERENTIAL: Commissioner Lauri Damrell and Jennifer Barrera, Jennifer Reisch.

DISCUSSION OF EXISTING ENFORCEMENT GUIDANCE AND MANUAL: Doris Ng, Jennifer Reisch. Commissioner Lauri Damrell.

NEXT STEPS:

1. Everyone review and think about the cases.
2. Case law document and definitions. Should there be a change to the structure? For example, present factual scenarios, and then cite case? Doris Ng, Jennifer Barrera, and Jennifer Reisch will work on this document.

3. Tonya D. Lindsey will place case law and definitions document on google docs and circulate only to Doris Ng, Jennifer Barrera, and Jennifer Reisch.
4. Wage data information document will be edited by Jeanna Steele and Commissioner Lauri Damrell.
5. FAQ document. Jennifer Reisch and Jennifer Barrera will be working on this document.
6. Tonya D. Lindsey will verify with Commission counsel, Marian Johnston, about work assignments.
7. Nancy Kirshner-Rodriguez will send outlook invite to all Task Force members for future Task Force meetings.

Meeting adjourned.

DRAFT