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California Pay Equity Task Force – Enforcement Subcommittee Report

DRAFT 9/15/2016

Both members of this subcommittee bring a wealth of experience as former legal advocates for low-income individuals, women, people of color, and other marginalized groups. Each member of this subcommittee heads up a state agency that enforces employment and labor laws in California. This experience translates to:

- knowledge of likely employer concerns and challenges with compliance before a complaint is filed and post-complaint;
- knowledge of likely questions and concerns of workers who believe they are not being paid the same as someone of the opposite sex, and who want to take steps to remedy it;
- knowledge of the available resources, capabilities, and limitations of the Labor Commissioner’s Office and the Department of Fair Employment and Housing;
- knowledge of California employment and labor laws;
- knowledge of the enforcement procedures and practices of the Labor Commissioner’s Office and the Department of Fair Employment and Housing;
- authority to implement certain policies and practices to better enforce the Equal Pay Act;
- ability to coordinate the work of these two enforcement agencies, to ensure collaboration both in our outreach and enforcement, to avoid unnecessary duplication and conflicts, and to ensure consistent and effective outcomes;
- potential resources to disseminate guidelines, reports, and other tools throughout California;
- potential resources to conduct outreach to targeted employers, workers, unions, throughout California;
- contact with and access to individual employers and workers interested in Equal Pay Act issues;
- ability to provide feedback from an enforcement perspective on which tools may or may not work for employers and workers;
- potential spokespeople for the Task Force “messages.”