

California Pay Equity Task Force

Subcommittee Action Plans

**This document is drafted solely for discussion during the October 24, 2016 Task Force meeting and should not be construed as legal advice or a final recommendation of the Task Force. The information contained herein does not necessarily represent the opinions or conclusions of the Task Force. The posting of this information does not create requirements or mandates.*

Subcommittee	Deliverable(s)	Overlap	Interdependencies
Enforcement Julie Su, California Labor Commissioner Kevin Kish, Director, DFEH Staff: Doris Ng, Esq. Labor Commissioner Staff Liaison Phoebe Liu, Esq. DFEH Staff Liaison	Expert knowledge of: enforcement procedures and practices, challenges with compliance pre and post-complaint, employee questions and concerns, available resources, labor and employment law; authority to implement; outreach-oriented resources; feedback on tools/deliverables; high-level spokespeople for message.	Implementation and Law	ALL
Implementation and Law Kelly Jenkins-Pultz, USDOL Women’s Bureau Non-voting liaison to the Task Force Phoebe Liu, DFEH, Legal Enforcement Liaison Staff: Bethany Renfree, Policy Director, CCSWG	Guidance for employers re: the intersection of pay equity and anti-discrimination laws; information for workers re: challenging equal pay concerns, the complaint process and different venues for filing.	Definitions; Enforcement; Policy & Practice	Definitions; Challenges & Barriers
Definitions Jennifer Barrera, CalCHAMBER Jennifer Reisch, Equal Rights Advocates Staff: Doris Ng, Esq. Labor Commissioner Staff Liaison Bethany Renfree, Policy Director, CCSWG	Document outlining which SB 358 concepts need to be defined and initial definitions of each concept.	ALL	ALL
Measuring the Pay Gap Daniel C.Y. Kuang, Ph.D., Biddle Consulting Group, Inc. Kimberlee Shauman, Ph.D., University of California, Davis Staff: Tonya D. Lindsey, Ph.D., Senior Research Consultant, CCSWG Bethany Renfree, Policy Director, CCSWG	Provide materials that describe the data requirements, appropriate metrics and analytical methods that may be used to assess pay equity among employers; Develop materials to assist with the measurement of pay equity by employers and employees; Summary of analytical approaches and data required for reliable assessments of gender equity in pay; one-page documents to provide information for each component of the summary document.	Systems and Functional Infrastructure; Evaluating Job Classifications; Human Resources	Systems and Functional Infrastructure; Evaluating Job Classifications; Human Resources
Systems & Functional Infrastructure Peter Pawlick, Senior Director, Global Compensation at Gap Inc. Daniel C.Y. Kuang, Ph.D., Biddle Consulting Group, Inc. Staff: Bethany Renfree, CCSWG Tonya D. Lindsey, Ph.D., CCSWG	Readiness Checklist: Compensation Analysis, including clear guidance on sharing employee’s own wages, discussing the wages of others; compensation practice; job evaluation process and job analysis; compensation attribute; employee datafields and IT infrastructure.	Evaluating Job Classifications; Measuring Pay Gap; Human Resources	Evaluating Job Classifications; Measuring Pay Gap; Human Resources

<p>Evaluating Job Classifications Tamekia N. Robinson, SEIU Local 1000 Kimberlee Shauman, Ph.D., University of California Davis Staff: Tonya D. Lindsey, Ph.D., CCSWG, Bethany Renfree, CCSWG</p>	<p>Provide model job classification schemes with information on the types of data that should be collected to support effective pay equity evaluations, audits and reporting.</p>	<p>Systems and Functional Infrastructure; Measuring the Pay Gap; Human Resources</p>	<p>Systems and Functional Infrastructure; Measuring the Pay Gap; Challenges and Barriers</p>
<p>Evaluating Policy and Practice Jennifer Reisch, Equal Rights Advocates Leslie Simon, International Alliance of Theatrical Stage Employees, Local 871 Staff: Bethany Renfree, CCSWG</p>	<p>Conducting and compiling research to assess needs and identify existing resources and tools available for workers and unions; create tools and materials tailored to help workers and unions understand and exercise rights under the Fair Pay Act; develop model language and practical tips that reflect California law.</p>	<p>Implementation and Law</p>	<p>Definitions; Challenges and Barriers</p>
<p>Human Resources Rhoma Young, Human Resources Consultant, Principal, Rhoma Young & Associates Lauri Damrell, Partner, Orrick Herrington & Sutcliffe, CCSWG Commissioner, Task Force Co-chair Staff: Bethany Renfree, CCSWG</p>	<p>Creation of a toolbox of suggested management practices related to the implementation and enforcement of SB 358 and recent amendments. The aim will be to provide high level tips, examples, and factors for employers to consider, keeping in mind that there is no one-size-fits-all compliance strategy.</p> <p>Develop tools such as tip sheets, checklists, case studies of employers who model suggested practices, and FAQs.</p>	<p>Systems and Functional Infrastructure; Evaluating Job Classifications; Measuring Pay Gap</p>	<p>Definitions; Challenges and Barriers; Systems and Functional Infrastructure; Measuring Pay Gap</p>
<p>Challenges and Barriers Jennifer Barrera, CalCHAMBER Jeanna Steele, Sunrun, Inc. Staff: Tamara McDonald, Labor Commissioner's Office Bethany Renfree, CCSWG</p>	<p>Create a document discussing the primary challenges and barriers employers will face in ensuring SB 358 compliance and outlining Action Items to remove those challenges and barriers.</p> <p>Create a document discussing the primary challenges and barriers employees will face in the implementation of SB 358 and outlining Action Items to remove those challenges and barriers.</p>	<p>Enforcement; Implementation and Law; Policy & Practice</p>	<p>Definitions; Enforcement; Implementation and Law; Systems and Functional Infrastructure; Evaluating Job Classifications; Human Resources; Policy & Practice</p>