

# Equal Pay Compliance

Pay data reporting and related equal pay litigation is now spreading across all industries. With class action settlements worth millions of dollars on the rise and activist groups demanding new laws that require an employer to submit actual pay data to government agencies, employers need to ensure they are in compliance with all applicable equal pay laws. That's not easy when laws vary from state to state and, at times, vary greatly from federal mandates.

Our attorneys are here to help employers navigate the myriad of equal pay laws and requirements, and to help ensure compliance. We conduct internal audits of an employer's compensation data to help identify pay disparities and implement best practices to stay in compliance. We help design and implement policies and practices that help to better shield employers from allegations of unlawful pay disparities. We also assist employers in meeting their pay data reporting obligations unique to their operations. Of course, when necessary, we responsibly defend claims of unlawful pay practices.

## The Audit

Conducting an audit of an employer's pay data is the first step to mitigate any issues. During this process we review current compensation policies and established pay determinations to ensure that these decisions are well documented with litigation in mind. We will help identify any pay differences across protected classifications and justify any necessary pay disparities, such as experience, skills, productivity, performance, seniority or any other lawful factor that may apply.

## Compliance & Pay Data Reporting

Anyone responsible for determining compensation and related pay programs and systems needs to have a complete understanding of equal pay laws and how they apply to their business or organization. We train management and human resources personnel so they have a complete understanding of the applicable pay equality laws. We review (and, often revise) policies, performance evaluations, job descriptions and other critical documents to mitigate risk and ensure compliance with these ever evolving laws. We work in tandem with employers to ensure that any required pay data reporting is in conformity with unique legal mandates.

## PROFESSIONALS

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Partner

Julie A. Proscia  
Partner

Jeffrey A. Risch  
Partner

Sara Zorich  
Partner

## Defending Claims & Lawsuits

When necessary we will be ready to defend pay equity claims and lawsuits. Knowing that claims of pay inequality are often sensitive and time consuming, our goal is to respond strategically to any claim against our clients. We pride ourselves in immediately evaluating the central allegations and quickly determine if, and why, a pay discrepancy exists and evaluate the best path forward to diminish financial exposure and remediate the problem.

## Equal Pay Compliance

## Firm News

Amundsen Davis Promotes Three Attorneys to Partner  
Firm News, February 21, 2023

Amundsen Davis Attorneys Included in the 2023 Illinois Super Lawyers and Rising Stars List  
Firm News, *Amundsen Davis*, January 23, 2023

36 Amundsen Davis Attorneys Recognized by *Best Lawyers in America*© 2023  
Firm News, August 18, 2022

Heather Bailey Recognized as a Top Author of 2021 by JD Supra for Employer Liability Issues  
Firm News, *Automatic Merchandiser*, June 20, 2022

Amundsen Davis Promotes Five Attorneys to Partner  
Firm News, March 14, 2022

## In the Media

3 Wage And Hour Tips For Weathering Natural Emergencies – Law360 Interviews and Quotes Heather Bailey  
Media Mention, *Law360*, June 1, 2021

How Employment Regulation Might Shift Under the Biden Administration, and What Businesses and Workers Need to Know -- *Business Insider* Interviews and Quotes Beverly Alfon  
Media Mention, *Business Insider*, January 21, 2021

Sara Zorich Quoted in *Cook County Record* on the New Minimum Wage Law  
Media Mention, *Cook County Record*, February 14, 2019

Sara Zorich Interviewed by ABC7 News, "Lawmakers Vow to Override Governor's Salary History Bill Veto"  
Media Mention, *ABC7 News*, September 25, 2018

## Alerts

COVID-19 Employer Updates – Where Do We Stand Now?  
Article, *Amundsen Davis Labor & Employment Alert*, February 10, 2022

OSHA's COVID-19 Vaccination Mandate is Dead, Now What?  
Article, *Amundsen Davis COVID-19 Alert*, January 25, 2022

Federal Contractors' Alert: Your Vaccine Mandate Has Been Halted....Again  
Article, *Amundsen Davis COVID-19 Alert*, January 24, 2022

## Equal Pay Compliance

## Events

Trump 2.0 – What Employers Must Recognize and Know in 2025 and Beyond  
Speaking Engagement, Connor & Gallagher OneSource; Webcast, March 6, 2025

The Importance of Staff Wages and How to Calculate Them Fairly  
Speaking Engagement, Lorman, Webcast, December 18, 2024

Employment Law Update  
Speaking Engagement, Elgin Area Chamber of Commerce, Webcast, December 17, 2024

Human Resources- Legal Updates  
Speaking Engagement, Valley Industrial Association (VIA), Webcast, December 11, 2024

11th Annual New Laws Forum  
Speaking Engagement, Illinois Chamber of Commerce, Seminar; Lisle, IL, December 4, 2024

Hot Topics in Labor & Employment  
Speaking Engagement, Employee Benefits Association of Northern Illinois, Seminar; Rockford, IL, December 4, 2024

Amundsen Davis's Leadership & Management 2024 Certification Training Series  
Event, Webcast, September - November 2024

Overview to Stay Compliant Within Employment Laws  
Speaking Engagement, Lorman, Webcast, November 4, 2024

Amundsen Davis's Tenth Annual Labor & Employment Fall Seminar  
Event, Amundsen Davis, Livestream, September 4, 2024

ABC Illinois Regional Meeting  
Speaking Engagement, Associated Builders and Contractors of Illinois, Seminar; Quincy, IL, July 10, 2024

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ABCIL Northwest Regional Luncheon Meeting  
Speaking Engagement, Associated Builders and Contractors of Illinois, Seminar, July 9, 2024

What HR Issues Keep Operators Up At Night?  
Speaking Engagement, The NAMA Show 2024, Seminar; Dallas, TX, May 7, 2024

Employee Benefits in 2024 — Innovative Trends Shaping Our Future  
Speaking Engagement, Brown & Brown, Seminar; Oak Brook, IL, February 28, 2024

2024 Labor & Employment Law Update  
Speaking Engagement, Illinois Lumber & Material Dealers Association, ILMDA Expo; Bloomington, IL, February 15, 2024

2024 State and Federal Employment Law Update  
Speaking Engagement, Illinois Chamber of Commerce, Seminar; Springfield, IL, February 13, 2024

Illinois Paid Leave for All Workers and Changes to the Day and Temporary Labor Services Act  
Speaking Engagement, The Peoria Area Chamber, Seminar; Peoria, IL, December 13, 2023

10th Annual New Laws Forum  
Speaking Engagement, Illinois Chamber of Commerce, Seminar, Lisle, IL, December 5, 2023

New Year's Resolutions for Employers – Chicago's New Leave Laws Effective 1/1/2024  
Event, Amundsen Davis; Webcast, November 29, 2023

Amundsen Davis's Leadership & Management Certification Training Series  
Event, Webcast, 2023

New Federal and Illinois Employment Laws Taking Effect in 2023/2024  
Speaking Engagement, AssuredPartners, Webcast, November 14, 2023

Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar  
Event, Livestream, September 13, 2023

Addressing Mental Health Issues in the Workplace  
Event, Amundsen Davis Webcast, August 8, 2023

Illinois, Wisconsin, and Federal Employment Law Update  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 27, 2023

Eighth Annual Labor & Employment Fall Seminar  
Event, Amundsen Davis, Live-stream, September 21, 2022

L&E Legal Updates + Business Succession Planning  
Independent Pharmacy Cooperative Conference 2022, Seminar; San Diego, CA,  
April 14, 2022

How to Apply for Illinois' New Equal Pay Certificate  
Event, Webcast; Illinois Chamber of Commerce, March 29, 2022

New Equal Pay Reporting Requirements for Illinois: Are You in Compliance?  
Event, Amundsen Davis, Webcast, March 8, 2022

How to be the Employer Everyone Wants to Work for in 2022: Recruitment,  
Retention and More  
Event, Amundsen Davis's Complimentary Indiana Labor & Employment  
Conference; Indianapolis, IN, March 3, 2022

Federal Contractors' Alert: Government Certification of Written Affirmative Action  
Plans is Here!  
Illinois Chamber of Commerce; Webcast, January 26, 2022

COVID-19 Testing: What Employers Need to Know  
Event, Amundsen Davis, Webcast, January 10, 2022

Diversity, Inclusion and Allyship in the Workplace  
Illinois Chamber of Commerce; Webcast, December 14, 2021

The Very Latest on Vaccine Mandates for the Illinois Employer: Focusing on the  
Manufacturing Industry  
Illinois Chamber of Commerce, Webcast, December 8, 2021

Eighth Annual New Laws Forum 2021  
Speaking Engagement, Illinois Chamber of Commerce, Lisle, IL; Webcast,  
December 1, 2021

OSHA's Vaccine Mandate: What Does It Really Mean For Private Employers?  
Valley Industrial Association; Webcast, November 17, 2021

New COVID-19 Vaccine Mandates & Related Developments  
The Horton Group; Webcast, November 16, 2021

Vaccine Mandates- Their Impact on Your Business and What to Expect  
2021 NAMA Fly-In NE VOICE Advocacy Summit, Seminar; Washington, DC,  
November 16, 2021

Responding to EEOC & IDHR Charges of Discrimination  
Illinois Chamber of Commerce, Webcast, November 16, 2021

Diversity, Inclusion and Allyship in the Workplace  
Illinois Chamber of Commerce, Webcast, November 15, 2021

Equal Pay  
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Rules, Tools, and Q&A - COVID Vaccine & Testing Mandate for the Workplace  
Connor & Gallagher OneSource; Webcast, November 11, 2021

COVID-19 Lawsuits: What Businesses Can Do to Diminish Risks & Avoid Liabilities  
Illinois Chamber of Commerce, Webcast, November 2, 2021

Biden Vaccine Mandates: What Employers Need to Know  
Illinois Chamber of Commerce, Webcast, October 28, 2021

New Illinois Equal Pay & Criminal Conviction Restrictions: Is Your Organization Ready?  
Illinois Chamber of Commerce, Seminar; Naperville, IL, October 27, 2021

NEW Illinois Law Changes Coming: New Equal Pay & Related Reporting Mandates  
Illinois Chamber of Commerce, Webcast, September 16, 2021

New Pay Data Reporting Obligations & Criminal Conviction Restrictions Impacting Illinois Employers  
Illinois Chamber of Commerce, Seminar; Naperville, IL, June 3, 2021

### Published Works

How Equal Pay & Pay Transparency Laws Will Impact Illinois Employers  
Publication, *The Illinois Manufacturer*, Second Quarter 2024

How Transparent Are You? Equal Pay and Pay Transparency Laws Are Not Going Away: Are You Compliant?  
Publication, *USLAW Magazine*, Spring 2024

Getting on Board with Pay Transparency  
Publication, *Hoosier Banker*, July/August 2023

### Blog Posts

Register Now! Amundsen Davis's Tenth Annual Labor & Employment Fall Seminar; September 4 @ Noon CT  
*Labor & Employment Law Update*

Local and State Employment Law Update  
*Labor & Employment Law Update*, June 6, 2024

State and Local Employment Law Update – Family Leave, Fair Labor Standards Act, Religious Accommodations and More  
*Labor & Employment Law Update*, May 2, 2024

Save the Date! Pay Transparency Are Here to Stay – Are You Compliant? – Webcast on April 24  
*Labor & Employment Law Update*, April 11, 2024

## Equal Pay Compliance

Employers with Employees Working in California It's Time to Report your Pay Data - California Releases Updated Guidance on Pay Data Reporting for 2024  
*Labor & Employment Law Update*, February 22, 2024

Time to Check Your Year-End Wage and Hour Compliance  
*Labor & Employment Law Update*, December 20, 2023

Time is Running Out on Illinois Employers --- Better Have Your PAID LEAVE Policy in Place by 12-31-23!  
*Labor & Employment Law Update*, December 18, 2023

Major Game Changing New Law Impacting Illinois' Staffing Industry -- Including All Employers That Utilize Temporary Labor  
*Labor & Employment Law Update*, June 26, 2023

Illinois Department of Labor Posts Equal Pay Act Registration Certificate Compliance Statement Sample and FAQ's  
*Labor & Employment Law Update*, April 27, 2022

Local and State Employment Law Updates: Wage Posters  
*Labor & Employment Law Update*, March 11, 2022

Local and State Employment Law Updates: A Mass Issuance of New Labor Posters  
*Labor & Employment Law Update*, March 7, 2022

Local and State Law Updates: From Minimum Wage to Medical Marijuana  
*Labor & Employment Law Update*, February 23, 2022

Local and State Law Updates: New Posters and Revised Legislation  
*Labor & Employment Law Update*, January 27, 2022

Local and State Law Updates: California and Oregon Issue New Posters  
*Labor & Employment Law Update*, January 21, 2022

More Tweaks to the IL Equal Pay Act  
*Labor & Employment Law Update*, July 1, 2021

Will Employers Have to Give 1% of their Total Gross Profits to the State of Illinois?  
Gov. Pritzker Signs into Law Unprecedented Changes to IL Equal Pay and Corporate Laws  
*Labor & Employment Law Update*, March 23, 2021

What Will the Biden Administration Bring for Employers?  
*Labor & Employment Law Update*, January 12, 2021

Can Employers Consider Salary History Under The Equal Pay Act? Supreme Court Declines to Weigh In  
*Labor & Employment Law Update*, July 15, 2020

## Equal Pay Compliance

Following a National Trend, Illinois' Equal Pay Act Now Bars Employers from Asking Job Applicants about Their Salary History  
*Labor & Employment Law Update*, August 5, 2019

Supreme Court May Decide Whether the Equal Pay Act Allows Employers to Consider Prior Salary in Setting Current Salary  
*Labor & Employment Law Update*, January 14, 2019

EEOC Actively Enforces Equal Pay Violations  
*Labor & Employment Law Update*, November 28, 2017

Salary History Inquiry Bill Down But Far From Out  
*Labor & Employment Law Update*, September 19, 2017

EEOC Quietly Updates Strategic Enforcement Plan for 2017-2021  
*Labor & Employment Law Update*, January 3, 2017

5, 4, 3, 2, 1... Happy New Year! A Look Ahead to 2016 and Employment Laws  
*Labor & Employment Law Update*, December 30, 2015

California Passes Tough Equal Pay Law: Prepare Now for the January 1, 2016 Effective Date  
*Labor & Employment Law Update*, October 15, 2015

The Final Rule on LGBT Equality in Federal Contracts is Here  
*Labor & Employment Law Update*, December 16, 2014

Paid Sick Leave? Ban The Box? Pregnancy? Equal Pay? Smoker Retaliation Poster? Here's Your State Employment Law Update  
*Labor & Employment Law Update*, September 24, 2014