SpencerFane®

WorkSmarts: Lights, Camera, Compliance!

September 20, 2023
10:00 am Central - 2:15 pm Central
Virtual

This event has now passed. See below for session recordings and handouts.

Spencer Fane is walking the employment law red carpet for WorkSmarts: Lights, Camera, Compliance! On September 20 as our labor and employment thought leaders virtually discussed three famous topics: pay transparency, leave management, and legal updates.

Paywatch: Keeping a Watchful Eye on the Do's and Don'ts of Employee Pay | 10:00-11:00 a.m.

Don't get caught in that pay rip current. With the renewed focus on pay equity, it is important for employers to seek and give information about pay to applicants and employees. But state and federal employment laws, and significant rulings from the courts, demand that employers implement best practices and compliance policies when it comes not only to pay transparency, but also pay equity, salary bans, and ensuring that pay practices do not inadvertently create exposure to discrimination claims. This presentation from Paz Haynes and Ruthie White will cover:

- The Basics of Pay Transparency
- Pay Equity Laws
- State Laws on Salary Bans
- Case Law on Pay Inquiries

Recording | Handout

The Bermuda Triangle: Navigating the Treacherous Waters of Leave Management | 11:30 a.m.-12:30 p.m.

Leave law can be complex, and employers often don't realize when they are in a precarious situation until it is too late. This session will act as an employer's compass as Tracey Wallace and Rob Warzel guide you through the complexities of leave policies, employee rights, and best practices. Learn how to navigate the intricate legal landscape surrounding leave, ensuring smooth sailing for your organization while upholding employee rights and compliance.

Recording | Handout

Live from Spencer Fane, It's Legal Update! | 1:00-2:15 p.m.

Helen Holden and Toni Ojoyeyi's presentation will address the latest developments in labor and employment law for 2023. Our presenters will provide employers tips for compliance, including understanding the practical workplace implications of recent Supreme Court decisions, including *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, and *Groff v. DeJoy* along with regulatory developments and guidance from other courts. The presentation will also provide guidance for companies based on real-life examples of what not to do at work.

Recording | Handout