

- I. Front material. Cover page, Task Force members and staff, table of contents, letters and/or signatures.
- II. Briefly introduce the problem and response historically in California. History of state and federal laws.
  - a. Overview the problem—the persistence of the gender pay gap.
    - i. National. As it relates to SB 358. What other states are doing?
  - b. National in focus. Factors contributing to the gender pay gap.
    - i. Here maybe briefly go over federal law before introducing California.
  - c. California-specific information about the gender pay gap.
    - i. Then: Early Senate Office of Research Report to cite past gender pay gap.
    - ii. Present: California-specific numbers about pay gap.
  - d. Connect past California actions/law to present California actions/law.
    - i. 1985 report from the Comparable Worth Task Force. California Equal Pay Act insufficient to address pay gap then.
      1. 1985 Task Force set to evaluate the problem and make recommendations.
    - ii. SB 358 substantially broadened California’s gender pay differential law.
      1. Differences between previous Task Force, law and current Task Force and SB 358.
  - e. Response:
    - i. SB 358. The strongest equal pay law in the country.
    - ii. Task Force: innovative approach. The role of proactive implementation and the importance of supporting compliance.
- III. Enforcement.
  - a. Current roles of DIR and DFEH. See DFEH Fact Sheet.
    - i. Collaborating.
    - ii. Labor Commissioner’s Office procedures for EPA violation/retaliation related to EPA.
- IV. Pay Equity Task Force
  - a. Mission, goals, and vision.
    - i. Bringing together diverse interests.
    - ii. Initial subcommittees.
    - iii. Presentations.
    - iv. Working definitions.
- V. Deliverables. Union and non-union.
  - a. Large employer guidance.
  - b. Small employer guidance.
  - c. Employee guidance.

- VI. Looking ahead.
  - i. Remaining 2017 meetings.
  - ii. Final Report.
- VII. References.
- VIII. Appendices.
  - a. Presentations made to the Pay Equity Task Force.
  - b. Papers/publications prepared by Task Force members and staff.
  - c. Statutory History of Equal Pay laws in California and the United States.