

California Pay Equity Task Force
Subcommittee: Implementation and Law
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Overview: There are several state and federal laws protecting people from discrimination. This subcommittee will analyze implementation and compliance in terms of the larger legal context.

Audiences: Employers, employees, human resources, legal, unions. Additional?

Broad questions: How does the intersection of state and federal law impact implementation and compliance? Does federal law offer different protections and remedies and/or require different mechanisms of compliance? Persistent wage inequities significantly impact women of color; how do factors of gender, race and ethnicity intersect with the implementation of the FEHA, CA EPA and/or the federal Equal Pay Act?

Additional information:

- a. The Fair Employment and Housing Act, codified in Government Code § 12900, is administered and enforced by the Department of Fair Employment and Housing and protects people against discrimination in employment and compensation based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, or sex.
- b. The California Equal Pay Act, codified in Labor Code §1197.5, is administered and enforced by the Division of Labor Standards Enforcement and prohibits sex-based wage discrimination.
- c. The federal Equal Pay Act, codified in volume 29 of the United States Code §206(d) is administered and enforced by the U.S. Equal Employment Opportunity Commission and prohibits sex-based wage discrimination.
- d. Title VII of the Civil Rights Act, codified in volume 42 of the United States Code, beginning at section 2000(e), is administered and enforced *by the* U.S. Equal Employment Opportunity Commission and prohibits wage discrimination on the basis of race, color, religion, sex and national origin.

Resources: See literature reviews and documents available on CCSWG website. <http://www.women.ca.gov/CaliforniaPayEquityTaskForce/Resources.aspx>. Tell staff if you know of additional resources you would like to share.