

PAY EQUITY

As the federal government and state governments enact newer fair pay legislation and enforce existing laws, businesses must grapple with a wider scope of concerns to ensure compliance. Husch Blackwell's Pay Equity practice team comprises a cross-disciplinary group of regulatory attorneys, litigators and analysts to assist clients in developing, implementing, and defending pay practices that comply with federal, local and state law.

We work with c-suite leaders, corporate legal departments, and human resources professionals to understand each client's culture, objectives, and priorities and to provide solutions customized to each client's circumstance.

Our team is experienced in handling matters pertaining to pay equity at every stage, from proactive internal audits to litigation, including:

- Evaluation of compensation systems
- Voluntary pay equity studies
- Discrimination litigation
- Advice on federal contractor compliance
- Representation in Office of Federal Contractor Compliance Programs (OFCCP) audits

Our team features specific experience handling pay equity investigations in the context of federal government contracting, and litigation in the higher education industry.



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Experience

Venture Funding Sustains Growth of Pollenware

Representative Experience

Represent a global engineering consultancy with an audit of current pay practices.

Represent a global hospitality company in connection with auditing pay practices, specifically in conjunction with Colorado state law.

Represent a large U.S. homebuilder in connection with pay equity counseling.

Represent a medical school in conducting an analysis of the school's current pay practices.

Represent a multinational telecommunications company in connection with an audit of current pay practices.

Represent a leading North American oil exploration and production company in connection with an audit of current pay practices.

Represent a leading supplier of metal packaging in connection with an audit of current pay practices.

Represent a public school district in connection with a gender-based pay equity complaint.