



THE WAGNER
LAW GROUP

**Staying One Step Ahead: Advice for
Employers in Addressing Anticipated Biden
Administration Actions in the Employment Arena**

Presented by:



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Setting the Stage

- New leadership and a new agenda
- Anticipate its impact on business
- Societal issues
- Executive Orders, legislation, and the courts
- The Equal Employment Opportunity Commission and the Department of Labor
- We will explore some of the many developments

Agenda

- I. Wage and hour
- II. Addressing pay gaps
- III. Harassment prevention
- IV. Diversity, equity, and inclusion
- V. Unprepared managers
- VI. Ten Action Items

I. Wage and Hour

- Federal minimum wage
- Employee classification and overtime
- The Fair Labor Standards Act
- Independent contractors

II. Eliminating Pay Gaps

- The EEOC and pay data
- Focus on gender
- Focus on race
- Exceptions
- Documentation

III. Harassment Prevention

- Renewed focus on harassment prevention
- Confirm that policies are effective
- Remove rose colored glasses
- Surveys and assessments
- Goals of training
- Perception
- The message

IV. Diversity Equity and Inclusion

- The impact of 2020
- Hiring
- Promoting a positive culture
- Implicit bias
- Inclusion
- Support from the top down

V. Preparing Managers

- Tools to lead a remote team
- Clear communication
- Leave laws
- Accommodations
- Scope of authority
- Responding to complaints
- Trust

Top Ten List

1. Audit for equal pay and the cause of pay gaps
2. Document the process
3. Employee classification
4. Focus on managers and perceptions
5. The benefit of early intervention

Top Ten List Continued

6. Benchmark and train accordingly
7. Learned culture begins with recruitment
8. Own implicit bias
9. Compliance and best practices are not mutually exclusive
10. Things are fluid so stay informed

THANK YOU

Please feel free to reach out
with any questions or suggestions
for future programs.

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