



## Monthly Member Roundtable

### Top Five Takeaways

September 12, 2017

The Institute is passionate about keeping our members informed. Information sharing is important to us because our goal is to support our members and their organizations with compliance obligations. Below are the top five highlights from last Tuesday's Round table call with our co-chairs. Feel free to share these key takeaways with your internal leaders to serve as an important reminder of the work we are all engaged in.

To hear a replay of Tuesday's Roundtable meeting in its entirety, members should logon to the [Institute](#) website, then select drop down title- *Resources>Reports, Comments and Resource Documents>Roundtable Discussions*

1. **CO-CHAIR ANNOUNCEMENT:** The Institute's co-chair Mickey Silberman is now a shareholder at Fortney & Scott, LLC.
2. **EEO-1 Report Component 2 suspended:** In area of pay reporting, Component 2 of the EEO-1 report was suspended but states are now proposing their own set of rules on pay reporting. Employers, especially in California should work with their legal experts to understand how these state bills can impact their organizations
3. **GOOGLE employees gather own pay data, send to NY Times:** Employees gathered pay data from other Google employees, creating spreadsheets, which they shared with the New York Times. Reminder to federal contractors, under Obama Executive Order, employees cannot be terminated for disclosing their own pay or for asking for pay data from other employees. A number of state laws also prohibit disciplining employees for disclosing pay. As a result employers need to be well versed on pay transparency obligations.
4. **EEOC and OFCCP merger probably dead:** OFCCP and EEOC merger proposed by the Trump Administration appears to be dead. The Institute, civil rights groups and business community were in opposition of a merger. Our co-chairs provided [additional updates](#) on that and much more on a recent web chat
5. **The Institute Recommendations to OFCCP:** OFCCP appears to be considering some of the Institute's [suggestions](#) submitted to the Trump transition team, and [recommendations](#) to the DOL's newly created Regulatory Reform Office.

**Next Member Roundtable Meeting:** October 3, 2017 at 2pm Eastern. Please [register in advance](#) of meeting date.

**Fall Compliance Conference:** November 15-16 in Atlanta, [register](#) today. Seats are limited.