



## **Annual Meeting '22: Can You Keep a Secret? The Push for Greater Transparency in the Workplace**

**Community**

**Employment and Labor**



## Session 902 Panelists

[Matthew Carmadella](#), Principal, Jackson Lewis P.C.

[Joy Chin](#), Principal, Jackson Lewis P.C.

[Erin Ickes](#), Senior Counsel, Teletracking Technologies, Inc.

[Alyson Palmer](#), Corporate Counsel, Google

What was the most valuable thing you learned during this session?

“The program was a great opportunity for in-house generalists to learn about the latest developments on pay transparency issues.”

Julie Fisher, Corporate Counsel, Musco Sports Lighting

## Prepare to make data available

- Recent developments such as [#MeToo](#), US pay gap legislation, and US state government activity have created an environment in which current and prospective employees, shareholders, and regulators are increasingly demanding greater transparency.
- Gradually, certain US states (such as Colorado, California, and Washington) and local

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- governments (New York City) are requiring companies to post pay ranges for open positions.
- Demographic data is also subject to disclosure in many jurisdictions, and more employees are demanding the disclosure of data beyond what is legally required.

**Action item:** Get ahead of issues that may arise, like addressing current pay gaps and discrepancies, especially between current employees and new postings.

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