

EEOC issues proposed rule to add pay data as required information to be included in EEO-1 reports.

On February 1, 2016, the EEOC published proposed changes to the Employer Information Report (EEO-1), which must be filed annually in September. The proposed changes to the EEO-1 report would require employers with 100 or more employees to include pay data, i.e., W-2 earnings and total hours worked, in their annual EEO-1 report. According to the EEOC, “This new data will assist the agency in identifying possible pay discrimination and assist employers in promoting equal pay in their workplaces.”

The full text of the proposed changes can be found here:

<https://www.federalregister.gov/articles/2016/02/01/2016-01544/agency-information-collection-activities-revision-of-the-employer-information-report-eeo-1-and>

The public comment period ends April 1, 2016. If and when enacted following the public comment period, the proposed rule would take effect in 2017 (beginning with the September 2017 report).

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