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U.S. Equal Employment Opportunity Commission
Washington Field Office

Navigating Employee Pay: What Employers Need to Know

June 14, 2023

1:00 pm – 3:15 pm ET

AGENDA

Time	Presentation
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12:30 pm	Virtual Environment Opens
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1:00 pm	Opening Remarks
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Mindy Weinstein, Director, EEOC Washington Field Office

1:05 pm	Pay Discrimination
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Debra M. Lawrence, Regional Attorney, EEOC Philadelphia District Office

Women continue to earn lower wages than men, and the wage gap is even starker for women of color. In this session, you learn how to ensure that employees are paid equal wages in accordance with the federal anti-discrimination laws. A leading EEOC expert on equal pay shares legal updates and tips on avoiding pay discrimination.

2:05 pm	Break
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2:10 pm	Employee Pay 101 and Federal Labor Laws
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Cindy Maish, Community Outreach & Resource Planning Specialist,
U.S. Department of Labor, Wage and Hour Division

Do you know the basics of employee pay? This session provides you with important regulatory guidance on topics such as exemptions, minimum wage, hours worked, overtime, record keeping requirements, misclassification (1099), and retaliation. An expert from DOL's Wage and Hour Division addresses each topic and provide tips.

3:10 pm	Closing Remarks
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Monica Colunga, Outreach and Education Coordinator, EEOC Washington Field Office

3:15 pm	Adjourn
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Monica Colunga
202-921-2803
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REGISTRATION FEE: \$145.00 per person

ENROLL HERE: [Washington Field Office Virtual Workshop](#)

CREDITS:

HRCI – This program has been submitted to the HR Certification Institute for review.

SHRM – submitted for approval.

CLE – seeking credit for VA.

This workshop has been approved for Federal Counselor or Investigator Refresher credits (2 hours).

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PRESENTER BIOGRAPHIES



Monica Colunga, Outreach and Educator Coordinator, EEOC Washington Field Office

Monica Colunga was hired by the U.S. Equal Employment Opportunity Commission (EEOC) in August 2010 as a Bilingual Investigator with the San Jose Local Office. After 5 years as Investigator, Ms. Colunga was promoted to Enforcement Supervisor of the Washington Field Office in September 2015, and subsequently promoted to Outreach and Education Coordinator in August 2019, where she currently serves. Prior to her employment with the EEOC, Ms. Colunga worked in the federal sector at Internal Revenue Service (IRS), Federal Aviation Administration (FAA) and the private sector with Native American and Latino Families in California.



Debra M. Lawrence, Regional Attorney, EEOC Philadelphia District Office U.S.

Debra M. Lawrence is the Regional Attorney of the EEOC Philadelphia District. Ms. Lawrence oversees the litigation program for the district, which involves the prosecution of cases under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Equal Pay Act of 1963, the Americans with Disabilities Act of 1990, and the Genetic Information Nondiscrimination Act of 2008.

Ms. Lawrence lectures and trains frequently on all aspects of laws enforced by the agency, including litigation and trial practice. Ms. Lawrence has been a speaker for various bar associations, including the National Employment Lawyers Association's ("NELA") annual conventions and the Metropolitan Washington Employment Lawyers Association's annual conferences. Ms. Lawrence has written articles for the Maryland Trial Lawyers Association *Trial Reporter* and for NELA's *The Employee Advocate*.

Cindy Maish, Community Outreach & Resource Planning Specialist, U.S. Department of Labor, Wage and Hour Division



Ms. Maish is the Community Outreach & Resource Planning Specialist (CORPS) for the Richmond District Office of the U.S. Department of Labor, Wage and Hour Division, and has worked for the U. S. Government for over 30 years. The last 20+ years have been with the Wage & Hour Division. Previously, Ms. Maish worked for the Defense Logistics Agency and served in the U. S. Navy for six years.

Before serving as a CORPS, Ms. Maish served primarily as a Wage & Hour Investigator. As an Investigator, she conducted numerous compliance checks under numerous acts and provisions.

Ms. Maish's mission is to promote and achieve compliance with labor standards to protect and enhance the welfare of our nation's workforce. Ms. Maish's role is to enhance the Agency's overall effectiveness by conducting compliance assistance and outreach to help educate employers and employees and improve working conditions.

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Mindy Weinstein, Director, EEOC Washington D.C. Field Office

Mindy E. Weinstein is the Director of the EEOC's Washington Field Office, where she is responsible for overseeing investigations, mediations, federal sector hearings, and the office's outreach and education program in Washington, DC, and Northern Virginia.

Ms. Weinstein's prior experience includes serving as the EEOC's Regional Attorney in Charlotte, North Carolina; as a Special Assistant to former EEOC Chair Evan Kemp, and later to former EEOC Vice Chair Leslie E. Silverman; as an attorney in the EEOC Office of General Counsel's Systemic Litigation Program; and as a trial attorney in EEOC's Baltimore office. She also previously served as a Special Assistant United States Attorney in Washington, D.C.

Ms. Weinstein is a graduate of Wellesley College and the George Washington University School of Law.

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