



# New Jersey Equal Pay Act and Sick Leave Law – What You Need to Know

Speaking Engagements & Seminars

06.06.2018

Location: Haddonfield NJ

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**Date:** Wednesday, June 6, 2018

**Time:** 8:00 AM – 10:30 AM

**Location:** Tavistock Country Club, Haddonfield, NJ

**Speaker(s):** **Peter L. Frattarelli, Esq.** and **David A. Rapuano, Esq.**

**Timed agenda:** 8:00-8:30 AM Registration, Breakfast and Networking, 8:30 – 10:30 AM Program

## **Description of the program:**

New Jersey Governor Phil Murphy signed into law the Diane B. Allen Equal Pay Act, a sweeping revision to New Jersey's already broad Law Against Discrimination. While few would argue against the important goal of ending wage discrimination, the new law, which becomes effective on July 1, 2018, places very significant burdens on New Jersey employers of every size by creating the presumption of illegal discrimination where any employee in any "protected class" is paid less in wages and benefits than employees outside of that protected class performing "substantially similar work."

Employers of every size with any employees in New Jersey have only a very short period of time to evaluate all the positions in their organizations to determine if they are substantially similar and if, as between such substantially similar positions, there are any wage differentials among employees which cannot be fully explained by legitimate factors which are also the least likely to perpetuate wage discrimination against members of any protected class.

In addition the Equal Pay Act, New Jersey has now joined several other states in passing a paid sick leave law. The law preempts paid sick leave ordinances adopted by several cities and towns so there is now one uniform

law in this area for New Jersey employers. Some questions that employers may be asking themselves about this new law include:

- How Much Paid Sick Leave Must Employers Provide?
- May Employees Carry-Over Unused Sick Leave into the Next Benefit Year?
- Is There Any Waiting Period?
- Does it Apply to Small Businesses?
- Does it Apply to Part-Time Employees?
- How is “Sick Leave” Defined?
- Who Qualifies as a “Family Member” Under the New Law?
- Can an Employer Require Notice or Documentation From Employees?
- Must the Employer Maintain Records and Provide Any Notice?
- When is the New Law Effective?
- What Should I Be Doing Now?

*HOW TO REGISTER:* Email [rsvp@archerlaw.com](mailto:rsvp@archerlaw.com).

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