



Massachusetts New Pay Equity Law: Prepare Now To Avoid Litigation Later

Massachusetts recently amended its Pay Equity Law. The new law, which goes into effect on July 1, 2018, imposes significant responsibility on Massachusetts employers to ensure equal pay to employees of different genders for comparable work. Most notably, the law broadens the definition of comparable work, extends the statute of limitations and strengthens the remedies for equal pay claims, and mandates greater transparency in employers' pay practices.

While the law imposes substantial new obligations on employers, it also allows employers to take proactive steps to protect themselves from equal pay claims in the future. Most notably, the law allows employers to conduct a self-evaluation, which may serve as a safe harbor defense. As a result, employers should consider conducting a self-evaluation now, to not only avoid future litigation, but also to allow consideration of any pay differentials in making upcoming salary decisions. Otherwise, employers may be faced with both litigation and having to increase employee salaries a second time in order to comply with the new law's deadline of July 1, 2018.

This interactive seminar will outline proactive steps employers can and should take now to protect themselves from equal pay claims in the future.

Topics will include:

- The Definitions Of "Pay Equity" And "Comparable Work"
- Current Federal And Massachusetts Law vs. New Massachusetts Law
- Employment Practices Prohibited Under The New Law
- The Six Exemptions That Justify Pay Differentials, Establish Employer Defenses, And Identify Prohibited Employer Practices
- Steps Employers Can Take Now To Avoid Future Liability And Claims
- How To Conduct A Pay Equity Self Evaluation
- The Future Of Pay Equity: Further Changes And The Addition Of Other Protected Classes

Who should attend?

- Human Resources Professionals
- Executives
- Managers
- In-House Attorneys
- All Others Who Are Involved In Making An Employer's Pay Decisions

REGISTRATION NOW OPEN

LOCATION

Schwartz Hannum PC
11 Chestnut Street
Andover, MA 01810

DATE AND TIME

December 5, 2017
8:30 to 10:30 a.m.

REGISTRATION DEADLINE

November 28, 2017

TUITION

\$225

To register, please contact Kathie Duffy at
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