

■ **ARIZONA EQUAL WAGE LAW**

TERMS: With only limited exceptions, no employer may pay any worker a wage less than the rate paid to workers of the opposite sex at the same workplace.

ENFORCEMENT: *State Labor Department, Industrial Commission of Arizona, Phoenix, Arizona 85007 (602-542-4515)*. The equal wage law gives a worker 6 months after a violation occurs to file a complaint. Using legal assistance of their own choice, workers also have the right to sue an employer directly to collect unpaid wages resulting from unlawful sex discrimination.

SPECIAL NOTE: A worker claiming unpaid wages on account of sex discrimination should provide the employer with a written notice of the claim as soon as possible, since an employer is not legally responsible for wages due for more than 30 days before the worker provides such notice. Furthermore, the burden of proof is on the worker to prove that the claimed difference in pay is based on sex and not on other factors.

SPECIAL NOTE: Since the Arizona Civil Rights Act, described in the preceding entry, also outlaws wage discrimination because of sex but generally offers wider protection than the equal wage law, the State Labor Department usually refers all such complaints to the *Civil Rights Division, Office of the Attorney General, Phoenix, Arizona 85007 (877-491-5742)*.