

■ **GENERAL LABOR REGULATIONS (*WAGE DISCRIMINATION*)**

TERMS: In general, no employer who has 2 or more employees in the state may pay wages to any worker at a rate less than the rate the same employer pays workers of the opposite sex for equal work, on jobs that require equal skill, effort and responsibility and are performed under similar working conditions.

This law applies *only* to employers and employees who are not covered by the federal minimum wage law, and thus protects farmworkers who work for a farm operator that did not use more than 500 worker-days of agricultural labor during any calendar quarter of the preceding calendar year (for example, 50 workers employed for 10 days, 20 workers employed for 25 days, or any other such combination).

ENFORCEMENT: The rights provided under these provisions may be enforced only by legal action in civil court, through a private attorney or a public legal services program.