

■ **WAGE DISCRIMINATION LAW**

**TERMS:** Employers in Kentucky who employ 2 or more workers for 20 or more weeks during the current or preceding year are prohibited from paying wages to one employee at a rate less than the rate paid to an employee of the opposite sex for work requiring equal skill, effort and responsibility.

This provision does not, however, rule out wage differences paid under a seniority system or any other such plan, as long as it does not discriminate on the basis of sex.

**ENFORCEMENT:** *Division of Employment Standards, Apprenticeship, and Mediation, Department of Workplace Standards, Frankfort, Kentucky 40601 (502-564-1524).*

As an alternative to filing a claim or complaint with the Department, the law gives workers affected by wage discrimination the right to sue the employer in civil court to enforce these provisions, using a private attorney or a public legal services program. Such a suit may not be filed any later than 6 months after the violation occurred.

**SPECIAL NOTE:** It is unlawful for an employer to reduce the wage rate of any employee as a means of eliminating illegal wage discrimination under these provisions.

**SPECIAL NOTE:** A person may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by this law.