

■ **FAIR PAY FOR WOMEN ACT**

TERMS: Employers with 4 or more employees are prohibited from discriminating on the basis of sex, by paying wages to workers of one sex at a rate less than the rate the employer pays to workers of the opposite sex in the same workplace for equal work, on jobs requiring equal skill, effort and responsibility and that are performed under similar working conditions. The only exceptions are where payment is based on a seniority system, a merit system, or a system that measures earnings by quantity or quality of production.

ENFORCEMENT: A worker adversely affected by an alleged violation of this law may take action against the employer involved in civil court, using a private attorney or public legal service provider. A complaint in civil court must be filed no later than 2 years from the last date of the worker's employment.

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

SPECIAL NOTE: An employer may not fire, discipline or discriminate in any manner against a worker because the worker has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.