

■ **EQUAL PAY LAW**

TERMS: No farm operator or any other employer may pay a worker lower wages than the employer pays a worker of the opposite sex for essentially equal work, on jobs which require the same skill, responsibility and effort (other than physical strength).

Wage differences based on workers' length of service, job classification, or other factors not related to sex, are generally not regarded as unlawful.

ENFORCEMENT: *Division of Labor and Management, South Dakota Department of Labor and Regulation, Pierre, South Dakota 57501 (605-773-3681).*

As an alternative to filing a claim or complaint with the Division, the law gives workers the right to sue the employer in civil court to enforce these provisions, using a private attorney or a public legal services program. A suit under the equal pay law must be filed no later than 2 years after the violation occurs.

SPECIAL NOTE: An employer 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.