

# Equal Pay Act & Paid Sick Leave Act

## FOR SCHOOL DISTRICTS AND MUNICIPALITIES

**DECEMBER 6, 2018**

### **JUMPING BROOK COUNTRY CLUB, NEPTUNE, NJ**

Approved by DCA - CMFO, CCFO – 4 CEU'S – 2 Fin/Debt Mgt., & 2 Accounting

Approved by DCA – RMC 4 CEUs – 4 Finance

Approved by NJ Supreme Court for Attorneys 4 CLEs in Labor & Employment Law

Approved for CPEs RMA, CPA, PA – 4 CPE's – Finance

**Seminar Timetable 9:30 am - 12:50 pm 9:00 am - 9:30 am HOT BREAKFAST BUFFET**

**SPEAKER: Judy Sailer, PHR, Primepoint**

#### Equal Pay Act

The [Diane B. Allen Equal Pay Act](#), prohibits employers from paying members of a protected class at a rate of compensation (including benefits) that is less than others who perform "substantially similar work". Under the law, protected classes are determined based on race, creed, color, national origin, nationality, ancestry, age, marital status, civil union status, domestic partnership status, affectional or sexual orientation, genetic information, pregnancy, sex, gender identity or expression, or disability. Comparisons of wage rates will be based on the wage rates in all of the employer's operations or facilities.

An employer may pay a different rate of compensation only if the employer demonstrates that the difference is due to a seniority system, a merit system or based on legitimate, bona-fide factors that: (a) are not based on or perpetuate differences based on protected characteristics; (b) are applied reasonably; (c) account for the entire wage differential; and (d) are job-related with respect to the position and based on legitimate business necessity.

To prepare for this law, employers should review their current compensation structures, with a specific focus on how and why they calculate differences in pay for certain positions.

#### Paid Sick Leave Law

Governor Murphy signed into law a [bill](#) that requires employers to provide earned sick leave to New Jersey employees, joining an increasing [trend](#) across the United States. Under the law, employees will accrue 1 hour of sick leave for every 30 hours worked, up to 40 hours per year. The law will apply to all employers except for certain public employers.

The paid leave can be used for: (a) physical and mental illness or condition; (b) aid or care for a family member for such family member's mental or physical illness or condition; (c) absences due to circumstances of employee or a family member being a victim of domestic or sexual violence; (d) care of a child due to closure of child's school; and (e) attendance at a school-related conference or other event requested or required by the child's school.

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**TO ASSURE PROPER POSTING, PLEASE ATTACH A COPY OF THIS APPLICATION WITH YOUR PAYMENT**

**Mail Checks to: Institute For Professional Development, PO Box 1468 Clifton, NJ 07015 (973)-777-4200**

**No one Will Be Permitted Without a Purchase Order or Payment by Day of Seminar P.O. # \_\_\_\_\_**

**FAX YOUR REGISTRATION FORM TO (973)-777-0401**

\_\_\_ I wish to register for the 12/6/18 Equal Pay & Sick Pay Leave Seminar

**Cancellation Policy -48 Hrs in advance of seminar, in writing**

**\* During inclement Weather, check our web site <http://ipid2>, the day before.**

**SEMINAR INCLUDES HOT BUFFET BREAKFAST \$125.00 per person Registration At Door \$150.00**

**NAME \_\_\_\_\_ TITLE \_\_\_\_\_**

**ADDRESS \_\_\_\_\_**

**Organization or Government Unit Telephone Number Fax Number**

#### **CLAIMANT'S CERTIFICATION & DECLARATION**

I do solemnly declare and certify under the penalty of the law that the within bill is correct in all particulars, the articles Have been furnished or services rendered as stated herein, that no bonus has been given or received by any person or persons within knowledge of this claimant in connection with the above Claim and that the amount charged is a reasonable one.

*Michael F. Conti*

Michael F. Conti, Program Coordinator

P.O. Box 1468, Clifton, NJ 07015-1468 (973)-777-4200 - FAX (973) 777-0401

Just mail your check with this application form you do not need to send your Voucher for a separate signature since the presigned certification on the left can be attached to your Voucher in lieu of sending it to us for a signature. This form has been determined by DLGS to meet the requirement of the statutes for this type of expenditure.