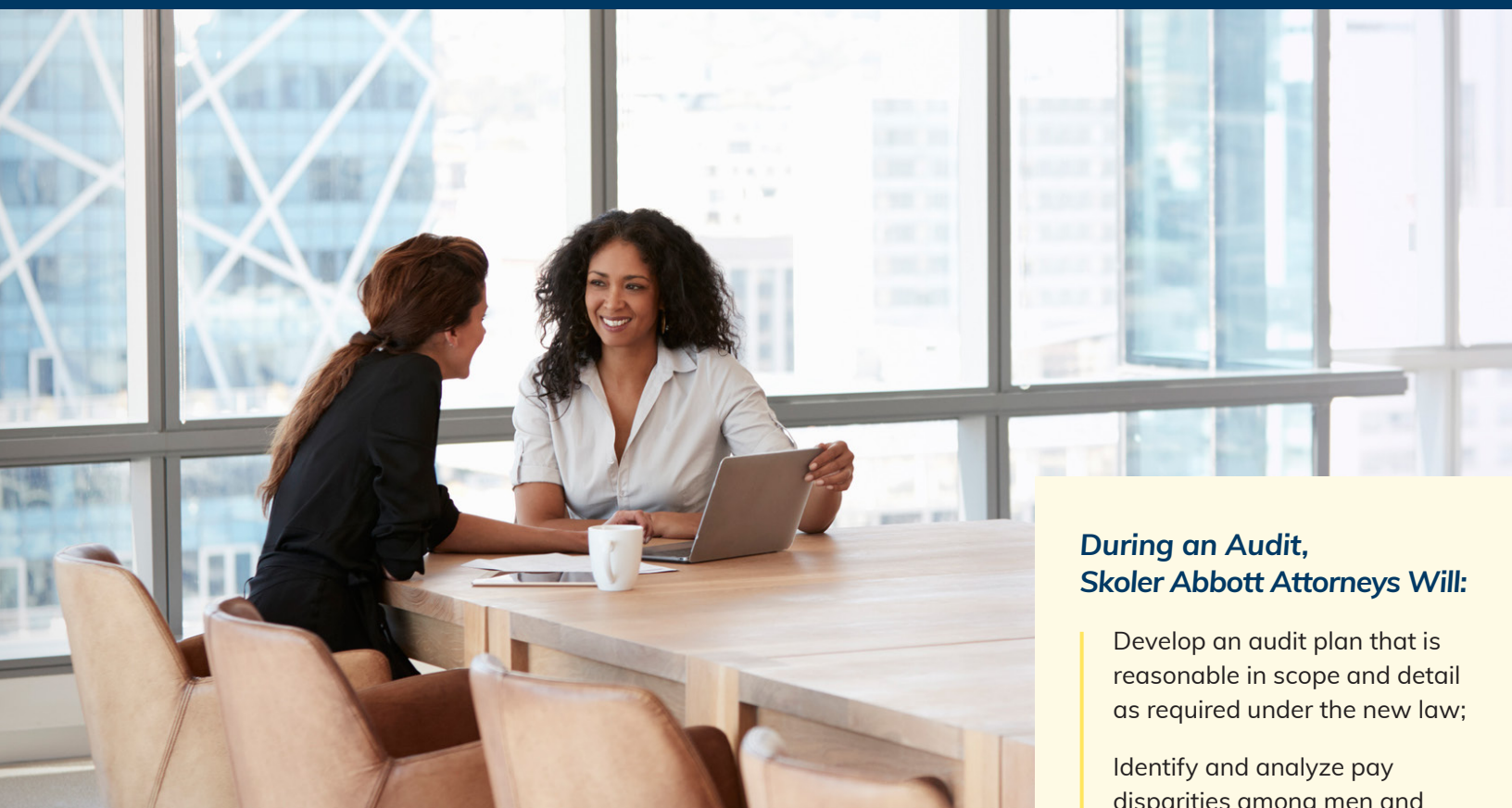


Protect Your Business with a Pay Equity or Wage and Hour Audit

In 2018, significant changes to the Massachusetts Pay Equity Law will take place. The law requires businesses to guarantee equal pay for men and women who perform comparable work. We believe that changes to the law will increase the likelihood that employees will succeed on a pay discrimination claim. Employment policies and compensation practices should be reviewed or revised in order to comply with the amended Massachusetts Pay Equity Law.



Benefits of an Audit

The new Massachusetts Pay Equity Law provides protections to businesses who take advanced measures aimed at eliminating unlawful pay disparities. Employers who complete a good faith evaluation of their pay practices and make reasonable progress toward eliminating wage differentials may avoid liability under the new law. Skoler, Abbott & Presser can help you create and implement an audit plan that will offer your organization valuable protection in the event of a pay discrimination claim.

Be proactive; call us today to discuss scheduling your important pay equity audit.

During an Audit, Skoler Abbott Attorneys Will:

Develop an audit plan that is reasonable in scope and detail as required under the new law;

Identify and analyze pay disparities among men and women in comparable positions;

Work with your organization to establish a plan to eliminate pay disparities not permitted by statute;

Provide the important protection of the attorney-client privilege; and

Limit your organization's legal liability to the fullest extent possible under the new law.

Concerned about other Wage and Hour Compliance Issues? Skoler Abbott Can Help

Employers today are faced with a wide-range of issues related to wage and hour practices. Whether it is misclassification concerns, paying for all time worked, complying with meal and rest period laws, or responding to a U.S. Department of Labor (DOL) or state Attorney General investigation, employers who adopt a “head in the sand” approach to wage and hour compliance risk incurring significant defense costs and monetary liability.

Some data suggests that more than 70% of employers are not in full compliance with the Fair Labor Standards Act (FLSA), which is the federal law governing wage and hour practices. Strengthened by this data, the DOL has become much more aggressive in its enforcement efforts. Furthermore, plaintiff-side law firms that specialize in litigating wage and hour cases, particularly with multiple claimants, have thrived.

Meanwhile, Massachusetts law provides for *mandatory triple damages*, attorney’s fees, and costs against employers who violate the state wage and hour law. Other states provide for similar employee protections above and beyond the requirements of the FLSA. As a result, employers throughout the country have been subject to DOL audits and lawsuits alleging misclassification claims, failure to pay overtime, failure to comply with meal break laws, violation of state and federal prevailing wage laws, and other wage and hour violations.

How Our Firm Can Help

Skoler Abbott can help your organization protect itself from a costly wage and hour lawsuit. We routinely provide a wide-range of services and advice related to wage and hour practices, including:

- Wage and hour audits;
- Advising employers how to properly compensate employees for vacation, sick time, and other paid leave;
- Identification and correction of employee misclassification issues, including employees who are misclassified as exempt;
- Classifying workers as independent contractors or employees;
- Advice regarding recordkeeping compliance and timekeeping practices;
- Advice about compliance with state and federal prevailing wage requirements; and
- Analyzing overtime pay practices and ensuring compliance with applicable laws.

We encourage clients to take a proactive, preventive approach to wage and hour laws, and we work with employers to devise practical strategies and solutions. If litigation ensues, our attorneys team with management to protect your organization’s interests and minimize potential exposure.