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Stradley Ronon's Employment Practice Group was named by corporate counsel as a "Go-To Law Firm®" for financial services companies.

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New Equal Pay Notice Requirement

As Stradley Ronon previously reported, New Jersey recently passed a law requiring employers of 50 or more employees (regardless of whether those employees are all based in New Jersey or elsewhere) to provide to their New Jersey employees a notice regarding gender-based pay discrimination. The recently published notice is available here. The notice may be distributed to employees (i) in hard copy; (ii) by electronic mail; or (iii) through an internet or intranet website, if the site is for the exclusive use of all employees, can be accessed by all employees, and the employer provides notice to the employees of its posting.

Not only must employers distribute the notice to their New Jersey employees, but they must obtain from each New Jersey employee an acknowledgment (either in writing or by electronic verification) that the employee has received, read and understood the contents of the notice. The acknowledgment must be obtained from the employee within 30 days of receipt of the notice.

The timeline for providing the notice is as follows:

On or before January 6, 2014, the notice must be posted conspicuously in each office location. New hires after January 6, 2014 must be provided the notice at hire.

On or before February 5, 2014, the notice must be provided to each existing employee, even if hired before January 6, 2014.

Annually, on or before December 31 of each year, a copy of the notice must be provided to each employee even if previously provided.

When the employer reasonably believes a language other than English is the first language of a significant number of its workforce, translated versions of the notice (once published by the New Jersey Department of Labor and Workforce Development) should be provided to employees as well.

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