Rhode Island Pay Equity – Here's The Notice That Must Be Posted by January 1

Description

We have previously provided information on the new Rhode Island Pay Equity law, which goes into effect on January 1, 2023, available here: RIDLT Proposes Regulations and Issues Compliance Guidance for the New Pay Equity Law and here: Rhode Island's New Pay Equity Law Changes How Employers Must Compensate Their Workforce. Since our last alert, the Department of Labor and Training (DLT) has issued revised regulations on the law. In addition, the law provides protection for employers who do a self-evaluation of their pay practices, and DLT has also recently updated its guidance on how to conduct the self-evaluation. Finally, the law requires all employers to post a notice to employees of the requirements of the law, and DLT was charged with creating a model notice for employers to use. The model notice was issued today and must be posted by January 1, 2023.

A copy of the model notice is available <u>here</u>. The updated regulations and updated self-evaluation guidance are available here.

The Employment & Labor Practice Group at Partridge Snow & Hahn is fully versed in the Pay Equity law and available to answer your questions.

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