



New Laws—More Risk—Our Solutions

To All of Our Valued Clients:

This will give a heads-up on and present quick-fixes to pressing compliance obligations. If your team is in good shape with respect to the new **Massachusetts Pregnant Workers Fairness Act**, the new **Massachusetts Equal Pay Act** and **Sexual Harassment** prevention, then no need to read any further. If you're not there yet, no worries, we have you covered! We know that you are short on time and we know other priorities consume resources. That is precisely what led us to develop quick-fix and effective solutions for your team to adopt to achieve compliance.

New Laws/More Risk	Compliance Deadline	Our Solution
<p>The New Massachusetts Equal Pay Act — All employers in Massachusetts with the sole exception of the federal government must comply with this new gender-based pay equity law. The assessment of gender-based pay equity in Massachusetts has changed significantly. The standard is different. The definitions are different. Exposure is different. Potentially corrective measures are different. The conversation about salary history and employee wages will be significantly different. If compliance is achieved in the right way, employers will create and affirmative defense.</p>	<p>July 1, 2018</p>	<p>Our Pay Equity Audit is designed to help your team achieve compliance with the new law and create a rolling affirmative defense to a gender-based pay equity claim. Covered employers must conduct an evaluation of their pay practices in accordance with the new legal standards in order to achieve compliance with the new law. We recommend using outside counsel as part of this process to protect your findings under the attorney/client privilege. Here is a link to our comprehensive Turn Key Equal Pay Audit Service flow chart and here is a link to our Affirmative Defense Equal Pay Audit Service flow chart. For your benefit, we will conduct the audit for a fixed fee (not hourly) based upon the number of your filled positions (not employees).</p>

<p>New Massachusetts Pregnant Workers Fairness Act — Any employer operating in Massachusetts with six or more employees must comply with this new law. The law prohibits covered employers from discriminating on the basis of pregnancy and pregnancy-related conditions and requires covered employers to provide reasonable accommodations to pregnant or lactating employees. To achieve compliance, employers are required to provide notification of the rights afforded under the law and should update their personnel practices and policies.</p>	<p>April 1, 2018</p>	<p>For a fixed fee of \$500, we will provide the following:</p> <ul style="list-style-type: none"> • A notice to be provided to employees in accordance with the new law; • A Pregnancy Accommodation Policy that can stand alone or be added to an existing Employee Handbook; and • A Breastfeeding Accommodation Policy that can stand alone or be added to an existing Employee Handbook.
<p>Sexual Harassment Prevention — Sexual harassment is a form of sex/gender discrimination that violates Title VII of the Civil Rights Act of 1964 and the Massachusetts Fair Employment Practices Act. All employers in Massachusetts with six or more employees must be in compliance with the law which is aggressively enforced by the Massachusetts Commission Against Discrimination and the Massachusetts Attorney General's Office.</p>	<p>Past Due</p>	<p>For a fixed fee of \$500, we will provide the following:</p> <ul style="list-style-type: none"> • A comprehensive outline for creating a sexual harassment strategy for your organization; • A model sexual harassment policy and/or review of your existing sexual harassment policy; • Sample Letter from Leadership in Word that sets forth your organization and leadership's commitment to addressing sexual harassment in the workplace that can be modified to meet your specific needs; • A sample "pulse" survey to send to employees that will help uncover underlying cultural erosions; and • One hour of attorney time to uncover your unique risks based on demographics and culture. During that discussion we will provide a punch list of action items that will help you finalize a customized sexual harassment strategy.

Other Employment Law Compliance and HR-Related Risk Management

The regulations that govern today's workplace are extensive and expanding and reach employers of all sizes and in all industry sectors. Compliance obligations are burdensome and the corresponding liability exposure for business owners, managers and supervisors is extraordinary. Employment lawsuits have risen 400% in the last 20 years. The cost to settle an employment lawsuit has tripled during the last five years alone, to an average of more than \$300,000. This trend will continue in the next decade.

Past Due

Our Employment Counsel On-Call Triage Service will provide your company with Virtual In-House Employment Counsel protection to address day-to-day employment law compliance and HR-related risk management issues when they occur. For your convenience, we offer this service for a fixed monthly fee which is based upon the size of your organization but is always below what our competitors charge by the hour. Here is an **overview of our Employment Counsel On-Call Triage Service**. Should you need assistance, please contact us, and we will provide the fixed monthly fee for your organization.

We are offering these quick-fix and effective solutions so you can focus on your core priorities and avoid time consuming and expensive distractions in your workplace. We hope this helps!

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