



We Help Businesses Grow

EMPLOYERS BEWARE!

**New Equal Pay and
Paid Sick Leave Laws
are Potential Minefields
of Liability for Employers**

New Jersey Employers May Be Hit Hard by the Rapidly Changing Landscape of Employment Laws

Governor Murphy recently signed two pieces of legislation that significantly impact all New Jersey employers: the Diane B. Allen Equal Pay Act (“Equal Pay Act”) and the Earned Sick Leave Act (“Sick Leave Act”). These laws are historical for New Jersey. For New Jersey’s workers, there may be added legal benefits and protections. But for New Jersey employers, the laws also create new issues — and the potential for significantly increased liability.

Moreover, the U.S. Supreme Court’s recent decision supporting the use of arbitration agreements to prohibit workers from banding together to take legal action is at loggerheads with legislative initiatives in New Jersey aimed at restricting an employer’s use of these agreements to limit liability and promote confidentiality.

We invite human resources professionals, executives, and other interested administrative professionals to learn:

- The specifics of these new laws;
- Whether there are any exceptions under these new laws;
- The impact these new laws will have on all New Jersey employers;
- How employers can implement policies and practices to comply with these new laws;
- Whether current sick leave or PTO policies will need to be updated;
- How to determine whether the workforce pay scale complies with the Equal Pay Act;
- What differentials in compensation are permissible under the Equal Pay Act;
- Recordkeeping requirements under the new laws;
- The pros and cons of arbitration agreements;
- Interaction between new laws and other federal and state laws.



OUR PANELISTS

**WEDNESDAY
JULY 25, 2018**

MADISON HOTEL
1 Convent Rd, Morristown

8:15 am: Registration & Networking

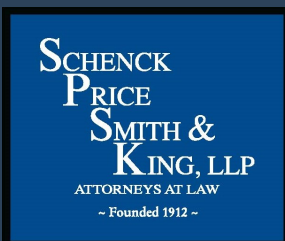
8:30 am to 10:00 am: Program

FREE EVENT

Attendance fee waived courtesy of
Schenck, Price, Smith & King, LLP
(Includes Continental Breakfast)

Registration Deadline Jul. 23rd
[at events.morrischamber.org](http://events.morrischamber.org)

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CYNTHIA L. FLANAGAN, ESQ
Partner and Co-Chair, Labor & Employment Practice
Schenck, Price, Smith & King, LLP

Cynthia represents corporations, government entities and individuals in various matters involving employment law. She acts as outside counsel to her corporate and government clients and renders advice and legal opinions on issues involving sexual harassment, discrimination, civil rights violations and compliance with employment policies.



JOSEPH MADDALONI, JR., ESQ.
Partner and Co-Chair, Labor & Employment Practice
Schenck, Price, Smith & King, LLP

Joseph is a former general counsel for an international service company who concentrates his practice in the areas of labor & employment law, commercial law, and regulatory & government affairs.



KRISTI TELSCHOW
CEO, Jersey Staffing Solutions
President Elect / VP of Membership, Morris County SHRM

Kristi Telschow is the CEO of Jersey Staffing, a Top 15 staffing firm in New Jersey, as noted by NJBIZ. She has been recognized as a Leading Women Entrepreneur by Forbes, NJ Monthly and NJBIZ for her firm’s approach for going “Beyond the Resume”.