

EQUAL PAY FOR EQUAL WORK ACT

POLICY

The General Assembly of Georgia hereby declares that the practice of discriminating on the basis of sex by paying wages to employees of one sex at a lesser rate than the rate paid to employees of the opposite sex for comparable work on jobs which require the same or essentially the same knowledge, skill, effort and responsibility unjustly discriminates against the person receiving the lesser rate:

It is hereby declared to be the policy of the State of Georgia through the exercise of the police power of this State to correct and, as rapidly as possible, to eliminate discriminatory wage practices based on sex.

PROHIBITION OF DISCRIMINATION

No employer having employees subject to any provisions of this section shall discriminate, within any establishment in which such employees are employed, between employees on the basis of sex by paying wages at a rate less than the rate paid to the opposite sex, EXCEPT WHERE SUCH PAYMENT IS MADE PURSUANT TO:

1. A seniority system;
2. A merit system;
3. A system which measures earnings by quantity or quality of production, or
4. A differential based on any other factor other than SEX: Provided, that an employer who is paying a wage rate differential in violation of this subsection shall not, in order to comply with the provisions of this subsection, reduce the wage rate of any employee.

It shall also be unlawful for any person to cause or attempt to cause an employer to discriminate against any employee in violation of the provisions of this Chapter.

It shall be unlawful for any person to discharge or in any other manner discriminate against any employee covered by this Chapter because such employee has made a complaint against the employer or any other person or has instituted or caused to be instituted any proceeding under or related to this Chapter or has testified or is about to testify in any such proceedings. Any person who violates any provision of this Code section shall, upon conviction thereof, be punished by a fine not to exceed \$100.00. (OCGA Section 34-5-3.)

FOR INFORMATION ON EQUAL PAY FOR EQUAL WORK ACT CONTACT:

Georgia Department of Labor
Office of Equal Opportunity
148 Andrew Young International Blvd., N. E.
Atlanta, Georgia 30303-1751

FOR ADDITIONAL POSTERS PHONE: (404) 232-3392

POST IN PROMINENT PLACE AS REQUIRED BY LAW

Georgia Department of Labor
Michael L. Thurmond, Commissioner

An Equal Opportunity Employer/Program

DOL-4107 (R-12/03)



UNEMPLOYMENT INSURANCE FOR EMPLOYEES

Your job with this employer is covered by the Employment Security Law. You may be able to establish a claim for Unemployment Insurance if you become **TOTALLY** or **PARTIALLY** unemployed and comply with all requirements.

IMPORTANT: YOU MAY FILE A CLAIM FOR BENEFITS AT ANY OFFICE OF THE GEORGIA DEPARTMENT OF LABOR LISTED BELOW. PLEASE BRING YOUR SEPARATION NOTICE, IF ONE WAS FURNISHED BY YOUR EMPLOYER.

**THE EMPLOYMENT SECURITY LAW SAYS THAT FOR EACH WEEK
YOU CLAIM INSURANCE FOR TOTAL UNEMPLOYMENT,**

YOU MUST: Register for employment services with the Georgia Department of Labor.

BE: **UNEMPLOYED, ABLE to work, AVAILABLE for work, ACTIVELY SEEKING WORK, and be willing to immediately accept suitable work.**

YOU MUST: Report all earnings each week.
Report any job refusal.

NOTICE

**No amount of money is deducted from your wages to pay the unemployment insurance tax.
Georgia employers pay this tax into a trust fund.**

OFFICES WHERE UNEMPLOYMENT INSURANCE CLAIMS MAY BE FILED

ALBANY	CARTERSVILLE	EASTMAN	LAGRANGE	SOUTH METRO-ATLANTA
AMERICUS	CEDARTOWN	ELBERTON	MACON	STATESBORO
ATHENS	CLAYTON COUNTY	GAINESVILLE	MILLEDGEVILLE	SYLVESTER
AUGUSTA	COBB/CHEROKEE	GRIFFIN	MONROE	THOMASVILLE
BAINBRIDGE	COLUMBUS	GWINNETT COUNTY	MOULTRIE	THOMSON
BLAIRSVILLE	CORDELE	HABERSHAM	NEWNAN	TIFTON
BLUE RIDGE	COVINGTON	HINESVILLE	NORTH METRO-ATLANTA	TOCCOA
BRUNSWICK	DALTON	HOUSTON COUNTY	NORTHWEST GEORGIA- (FT. OGLETHORPE)	VALDOSTA
CAIRO	DEKALB COUNTY	JESUP	ROME	VIDALIA
CAMILLA	DOUGLAS	KINGS BAY	SAVANNAH	WAYCROSS
CARROLLTON	DUBLIN	LAFAYETTE		

GEORGIA DEPARTMENT OF LABOR

Equal Opportunity Employer/Program • Auxiliary Aids & Services Are Available Upon Request To Individuals With Disabilities

DOL-810 (R-01/01)

VACATION

UNEMPLOYMENT INSURANCE IS NOT PAYABLE

WHEN YOU ARE ON

- LEAVE OF ABSENCE at your own request
- PAID VACATION
- UNPAID VACATION, up to two weeks in a calendar year if provided by

EMPLOYMENT CONTRACT, or by

ESTABLISHED EMPLOYER CUSTOM, PRACTICE

OR POLICY

PARAGRAPH (a)(3) OF OCGA SECTION 34-8-195

GEORGIA DEPARTMENT OF LABOR