

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.)



Bruce Thompson
Commissioner of Labor

A handwritten signature in black ink that reads "Bruce Thompson".

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
Phone: 1.877.709.8185

GDOL
GEORGIA DEPARTMENT
OF LABOR

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 agreement, or by:
 - Established employer custom, practice, or policy; and
 - Announced at least 30 days before the beginning of the scheduled period

PARAGRAPH (3)(A) of OCGA SECTION 34-8-195



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DOL-154 (R-07-24)

UNEMPLOYMENT INSURANCE FOR EMPLOYEES

Your job with this employer is covered by Georgia Employment Security Laws. You may be able to establish a claim for Unemployment Insurance if you become TOTALLY or PARTIALLY unemployed through no fault of your own and comply with all eligibility requirements.

IMPORTANT: You may file a claim for Unemployment Insurance benefits via the internet at dol.georgia.gov. You may also file a claim in person at any Georgia Department of Labor (GDOL) career center listed below.

Georgia Employment Security Laws state for each week you request unemployment benefits, you must:

- Be UNEMPLOYED, ABLE to work, AVAILABLE for work, ACTIVELY SEEKING WORK, and be willing to accept suitable work immediately.
- Register for employment services at worksourcegaportal.com.
- Report weekly work search contacts, all gross earnings each week, and any job refusal.

NOTICE

Employers cannot deduct any money from employees' paychecks to pay unemployment insurance tax. The funding for unemployment insurance benefits comes from taxes paid by employers.

OFFICES WHERE UNEMPLOYMENT INSURANCE CLAIMS MAY BE FILED

ATLANTA
ALBANY
AMERICUS
ATHENS
AUGUSTA
BLUE RIDGE
BRUNSWICK
CARROLLTON
CARTERSVILLE

CLAYTON COUNTY
COBB/CHEROKEE
COLUMBUS
COVINGTON
DALTON
DEKALB
DOUGLAS
DUBLIN
GAINESVILLE

GRIFFIN
GWINNETT COUNTY
HOUSTON COUNTY
LAGRANGE
MACON
MILLEDGEVILLE
MOULTRIE
ROME
SAVANNAH

STATESBORO
THOMASVILLE
TIFTON
TOCCOA
VALDOSTA
VIDALIA
WAYCROSS



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