

HART | KING



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NEIL CACALI

Equal Pay: The Ever-Changing World of Employment Discrimination

For more than 35 years, California courts have accepted that the wage history of a newly hired person's prior salary as a "factor other than sex" in determining their current pay rate. A 2018 Court of Appeal decision found that an employer justifying an employee's current wage based upon previous employment compensation creates or perpetuates gender or race discrimination. It may be time for your company to revisit your hiring and employment practices, especially differences in compensation between your male and female employees to ensure that compensation differences are legally "job related."

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We're Listening!

"I can't thank you enough for your guidance, support and kindness shown to both myself and my family members during this difficult time. I am so very grateful I was given your name to contact when I was at my wits end in knowing what to do. You gave me hope for logic and solution during a time when it seemed there was not much to be found."

– Donna M.

(Review of Partner Andrew Kienle on a trust litigation matter)



Attention Commercial Real Estate Brokers & Property Managers

How Does the Legalization of Cannabis in California Impact Local Real Estate?

Understand the many high risk challenges property owners face who wish to benefit from this potentially lucrative industry. Hart King can provide your business/office an in-house presentation to educate you on these risks and provide you with the knowledge you need to better service the interests of your clients.

Please email: kvanstralen@hartkinglaw.com to schedule a presentation.

Listen to our Latest Webinar on this Topic:

The New Marijuana Laws – How The Green Rush Could Inadvertently Impact You

Presented by: Chris Elliott, Partner

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ABOUT

Hart King represents publicly held corporations, mid-sized businesses and entrepreneurs in all state and federal courts within California. The firm offers a wide range of civil litigation and transactional services in the areas of business, commercial real estate, manufactured housing, professional design & construction, and trust and estate matters.

