

Rhode Island Pay Equity Act

Rhode Island passed [An Act Relating to Labor and Labor Relations - Fair Employment Practices](#) (the “Act”) which amends its pay equity law to include additional protected classes for the prevention of disparate pay practices, among other significant requirements.

Employers Impacted: Employers with one or more employees performing work in Rhode Island.

Effective Date: January 1, 2023

Suggested Actions:

- Review, and if necessary, prepare to amend job advertisements, employment applications, interview guides and related hiring documents and procedures to help ensure you comply.
 - Confirm documents and procedures leave out wage history questions before an offer with compensation details has been extended.
 - As a TriNet client, you have access to a compliant employment application through the TriNet Navigator Suite tool in [TriNet](#) (login.trinet.com) > Under Admin/Manager view, HR Authorizer role holders can navigate to Compliance> TriNet Navigator Suite > Launch TriNet Navigator Suite > Navigator Onboarding (Create New Document) > Navigator Employ.
- Implement a process for providing wage ranges to applicants and worksite employees throughout the employment life cycle.
 - Begin evaluating the wage range for all current and new positions if a range has not already been established.
 - If you’d like assistance in compensation benchmarking, click [here](#) to learn more and contact Connect 360 for additional support.
- Train your leaders, HR contacts and any worksite employees who participate in the pre-employment process on the requirements of the Act and determine whether diversity or unconscious bias training is appropriate for your workplace.
 - [Learn more](#) about the no-cost Diversity, Equity & Inclusion (DE&I) training offered through TriNet to managers and HR professionals.
- Consider conducting a self-evaluation of pay equity across your organization to help potentially reduce your financial liability under the Act. When doing so, any requests for worksite employees to provide demographic data your organization does not already have on record should be voluntary and used solely for the purpose of evaluating diversity, equity and inclusion (DE&I) efforts across the organization. [Click here](#) for more information on the worksite employee data reporting available in TriNet (login.TriNet.com).
- Conspicuously display, and provide to remote worksite employees, the required notice once the director of labor and training makes one available.

- Currently, the self-evaluation process and many definitions under the Act are unclear. TriNet is monitoring for developments and will provide updates as needed.

Summary:

Click [here](#) to view a comprehensive summary of the Act, including:

- Notice requirement
- Employer Self-Evaluation
- Wage Differentials for Comparable Work
- Wage Transparency
- Wage History Restrictions

If you have questions, contact Connect 360 via 24/7 Live Chat ([login.TriNet.com](#) > Admin/Manager View > Contact TriNet > Live Chat), by phone (800.638.0461) Monday through Friday 6 a.m.–midnight ET (3 a.m.–9 p.m. PT), or by email (Connect360@TriNet.com). TriNet is closed on select U.S. holidays.

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