Missouri's Commission on Human Rights

Have you properly excluded your individual inventions prior to accepting your job offer?

Does your job offer require that you sign a forced arbitration agreement?

Authors: Jessica M. Scales (Sedey Harper Westhoff, P.C.), Kristin Smith (MIT Equal Pay Working Group), generated in collaboration with the National Employment Lawyers Association

https://labor.mo.gov/MOHUMANRIGHTS

Does your job offer require that you sign a non-compete agreement?

Does your salary match the salary of your co-workers?

Assuming your employment is “at will,” can you negotiate for contractual protections?

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Federal Resources

Equal Employment Opportunity Commission

http://www.eeoc.gov

State Resources

Missouri's Commission on Human Rights

Missouri Employers are required to provide you with a pay scale for the offered position. However, you can still ask for this information. You can also share your compensation details with co-workers and ask them if they are willing to share such details with you. Under federal law, Missouri employers are prohibited from instituting policies that restrict employees from discussing pay with one another. Remember to consider not just salary, but also other compensation elements like equity, bonuses, moving expenses, or vacation time when evaluating whether your compensation package is fair. In addition, Missouri law protects against sex-based discrimination in pay for male and female employees who work in the same establishment for the same quantity and quality of the same classification of work.

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Most employers require that employees sign arbitration agreements that waive the employee’s right to pursue claims in court or to pursue claims collectively or through class actions. In most cases, such agreements are permitted. Some employers’ agreements have opt-out provisions which allow you to opt-out of the arbitration process. It is generally a good idea to do so if given the option. Additionally, some employers do not require that their employees agree to forced arbitration. You should consider whether a prospective employer requires that you sign an arbitration agreement when evaluating multiple job opportunities. Finally, employers are not allowed to require claims of sexual harassment or sexual assault be brought in forced arbitration. Those types of claims may be brought in court, either individually or as collective or class claims, regardless of an arbitration agreement.

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