



Jacqueline K. Siegel is an associate at Rivkin Radler in Uniondale. Siegel defends clients in a wide range of employment matters, including claims alleging unlawful discrimination, harassment, retaliation, and wage and hour violations.

Prior to joining Rivkin Radler, Siegel was an attorney at a labor and employment law firm where she managed employment litigation before the Equal Employment Opportunity Commission (EEOC), the New York State Division of Human Rights, and state and federal courts in New York.

With New York Governor Andrew Cuomo's recent signing of a series of bills, known as the Women's Equality Agenda, there comes additional protection for women in the workplace, Siegel said.

"The Agenda, amongst other things, makes several key changes to the New York Labor Law, which had already required employers to provide equal pay to their male and female work force," she said.

"The amendments, inter alia, limit an employer's defense to a pay differential and further explicitly give employees the right to disclose and discuss their wages," Siegel noted. "Employers, with some limited exceptions, cannot prohibit these conversations, but may establish a written policy containing 'reasonable workplace and workday limitations on the time, place and manner' for wage discussions."

Employers are encouraged to take a

proactive role in ensuring compliance, she said. "This is especially the case given that the amendments further increase penalties for willful violations up to 300%," she explained. "As such, employers are encouraged to evaluate pay rates to ensure that any gender differences are job-related and consistent with business necessity; and analyze current policies, particularly confidentiality policies, to make sure that they do not restrict an employee's right to discuss compensation information."

Siegel earned a bachelor's degree from Albright College and a juris doctor from Hofstra University School of Law. While at Hofstra University School of Law, Jacqueline served as a law clerk for the National Football League's Management Council division, legal intern for the New York City Office of Labor Relations, and associate editor for the Hofstra Labor & Employment Law Journal.

She is admitted to practice in the United States District Courts for the

Southern and Eastern Districts of New York.

Siegel serves on the American Heart Association's "Go Red for Women" committee. She has co-authored two articles that appeared in the Spring 2014 ABA TIPS Employment Law & Litigation newsletter: *New York City Settles Employment Discrimination Case for \$98 Million* and *Second Circuit Upholds Employer's Ability To Curtail Employee Class Action Law Suits*.

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