

### **3-H | WHAT COULD MY EMPLOYER DO TO DENY MY ALLEGATIONS, AND HOW DO I RESPOND TO ITS DENIALS?**

Once you demonstrate that you have been paid unequally, your employer must demonstrate that the pay differential was justified because it was done under one of the following:

1. a seniority system (such as a benefit plan for insurance, pension, or retirement savings);<sup>[27](#)</sup>
2. a merit system;
3. a system which measures earnings by quantity or quality of production; or
4. any other reasonable factor other than sex.<sup>[28](#)</sup>

*(unknown authors)*

#### **Footnotes**

<sup>27</sup> Fla. Stat. Ann. § 760.10(7)(b).

<sup>28</sup> Meeks, 15 F.3d at 1018; see also Fla. Stat. Ann. § 448.07 (2)

