hours worked.

PENALTIES

nor more than \$1,000.

N.J.S.A. 34:11-56a22

Date	Most Employers	Seasonal & Small Employers (fewer than 6)	Agricultural Employers	Cash for Tipped Workers	Wage for Long- Term Care Facility Direct Care Staff
1-1-2020	\$11	\$10.30	\$10.30	\$3.13	\$11; \$14 as of 11/1/20
1-1-2021	\$12	\$11.10	\$10.30	\$4.13	\$15
1-1-2022	\$13	\$11.90	\$11.05	\$5.13	\$16
1-1-2023	\$14.13	\$12.93	\$12.01	\$5.26	\$17.13
1-1-2024	\$15.13	\$13.73	\$12.81	\$5.26	\$18.13
1-1-2025*	\$15.49	\$14.53	\$13.40	\$5.62	\$18.49

provided by wage order. Exempt from the overtime entitlement are:

OVERTIME Overtime is payable at the rate of 1.5 times the employee's regular hourly rate for hours worked in excess of 40 in any week except where otherwise specifically

executive, administrative, and professional employees employees engaged in labor on a farm or relative to raising or care of

limousine drivers.

minimum hourly wage rate multiplied by the total number of

Any employer who violates any provisions of this act

provided by law for violations, the Commissioner is

maximum of \$500 for each subsequent violation.

25% of any payment due to employees.

The employer shall also pay the Commissioner an

Penalties for violation of this order are set forth in

shall be guilty of a disorderly persons violation and upon

As an alternative to or in addition to any other sanctions

authorized to assess and collect administrative penalties

up to a maximum of \$250 for a first violation and up to a

administrative fee equal to not less than 10% or more than

conviction shall be punished by a fine of not less than \$100

WAGE ORDER REGULATIONS LABOR ON A FARM AT PIECE-RATE Employees in the occupations found below are covered by Employees engaged on a piece-rate basis to labor on a farm shall be paid for each day worked not less than the

this wage order and regulations and must be paid not less than the statutory minimum wage rate. First processing of farm products

Hotel and motel Food service (restaurant industry) Seasonal amusement

These regulations are contained in N.J.A.C. 12:56-11.1 **EXEMPTIONS**

Exempt from the statutory minimum wage rate are full-time students employed by the college or university at which they are enrolled at not less than 85% of the effective minimum wage rate; outside sales person; sales person of motor vehicles; part time employees primarily engaged in the care and tending of children in the home of the employer; and minors under 18 (EXCEPT that minors under 18 in the first processing of farm products, hotels, motels, restaurants, retail, beauty culture, laundry, cleaning, dyeing, light manufacturing and apparel occupations are covered

Employees at summer camps, conferences and retreats operated by any nonprofit or religious corporation or association are exempt from minimum and overtime rates during the months of June, July, August and September.

by the wage order rates as above and vocational school

graduates with special permits under the Child Labor Law

Enforced by: NJ Department of Labor and Workforce Development Division of Wage and Hour Compliance, P.O. Box 389, Trenton, NJ 08625-0389 • 609-292-2305

This and other required employer posters are available free online at nj.gov/labor

If you need this document in Braille or large print, call 609-292-2305. TTY users can contact this department through the New Jersey Relay: 7-1-1. Display this poster in a conspicuous place

are covered by the statutory rate).

New Jersey Department of Labor and Workforce Development

Your employer is subject to the New Jersey

Unemployment & Temporary Disability Benefits Laws

Benefits are payable to workers who lose their jobs or who are working less than full time because of a lack of full-time work and who meet the eligibility

requirements of the law. If you become totally or partially unemployed, file a claim for unemployment insurance benefits as soon as possible. The easiest, quickest way is to file online

at myunemployment.nj.gov. You can also file a claim over the phone by contacting our Reemployment Call Centers at one of these numbers listed below. Note, if you were a maritime employee in the last 18 months or live outside of the United States, you must file your claim over the phone. Be prepared to have information about yourself, your employer and your work history available when filing your claim. Cumberland Call Center.....856-507-2340 Freehold Call Center.....732-761-2020

Union City Call Center......201-601-4100 Out of State...

Disability Insurance

Benefits are payable to New Jersey workers who suffer a non-work-related illness, injury, or other medical condition that prevents them from working. Temporary disability insurance coverage includes new and expecting mothers during their final weeks of pregnancy and recovery. If you become disabled and wish to apply for disability benefits, start by asking whether your employer participates in the state disability insurance plan or has a private insurance plan. **New Jersey State Disability Insurance Plan*** ("state plan")

If you are covered under the state insurance plan, you may apply for disability benefits (or download a paper application — Form DS-1) online at myleavebenefits. nj.gov. Applying online is faster.

Submit the completed paper application by **fax** to: 609-984-4138 or mail to: Division of Temporary Disability Insurance

> PO Box 387 Trenton, New Jersey 08625-0387

For more information, visit myleavebenefits.nj.gov or call 609-292-7060

Private Disability Insurance Plan ("private plan") New Jersey employers have the option of providing coverage to their employees through an approved private plan instead of the state plan. If you are covered

under a private plan, your employer's insurance carrier is responsible for processing and paying benefits on your disability claim. If you become disabled, ask your employer for the form you need to claim benefits under the private plan.

Who pays for Unemployment & Temporary Disability Programs?

These programs are paid for by payroll taxes paid by employers and employees. Your employer is authorized to deduct worker contributions (tax) from your wages. The deductions must be noted on your pay envelope, paycheck, or on some other form of notice. The amount of wages that are taxable changes from year to year.

Grandparent

Advance Notice

Unused Sick Leave

The deduction may be allocated at varying rates to the Unemployment Insurance Trust Fund, the Temporary Disability Insurance Fund and the Workforce Development/Supplemental Workforce Funds. If an approved private plan is non-contributory, no contributions can be deducted from workers' wages for

Your employer's contributions are based in part on their employment experience. Enforced by: NJ Department of Labor and Workforce Development

Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387

This and other required employer posters are available free online at nj.gov/labor, or from the Office of Constituent Relations, PO Box 110, Trenton, NJ 08625-0110 • 609-777-3200.

The New Jersey Department of Labor and Workforce Development is an equal opportunity employer with equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities.

Display this poster in a conspicuous place



New Jersey Department of Labor and Workforce Development

New Jersey Earned Sick Leave Notice of Employee Rights

Under New Jersey's Earned Sick Leave Law, most employees have a right to accrue up to 40 hours of earned sick leave per year. Go to *nj.gov/labor* to learn which employees are covered by

New employees must receive this written notice from their employer when they begin employment, and existing employees must receive it by November 29, 2018. Employers must also post this notice in a conspicuous and accessible place at all work sites, and provide

YOU HAVE A RIGHT TO EARNED SICK LEAVE. **Amount of Earned Sick Leave**

copies to employees upon request.

Your employer must provide up to a total of 40 hours of earned sick leave every benefit year. Your employer's benefit year is: Start of Benefit Year: End of Benefit Year: _

You accrue earned sick leave at the rate of 1 hour for every 30 hours worked, up to a maximum

of 40 hours of leave per benefit year. Alternatively, your employer can provide you with 40 hours of earned sick leave up front. **Date Accrual Begins**

You begin to accrue earned sick leave on October 29, 2018, or on your first day of employment, whichever is later. Exception: If you are covered by a collective bargaining agreement that was in effect on October

29, 2018, you begin to accrue earned sick leave under this law beginning on the date that the agreement expires. **Date Earned Sick Leave is Available for Use**

You can begin using earned sick leave accrued under this law on February 26, 2019, or the 120th calendar day after you begin employment, whichever is later. However, your employer

can provide benefits that are more generous than those required under the law, and can permit you to use sick leave at an earlier date.

Acceptable Reasons to Use Earned Sick Leave You can use earned sick leave to take time off from work when: • You need diagnosis, care, treatment, or recovery for a mental or physical illness, injury, or

health condition; or you need preventive medical care. You need to care for a family member during diagnosis, care, treatment, or recovery for a mental or physical illness, injury, or health condition; or your family member needs

preventive medical care. • You or a family member have been the victim of domestic violence or sexual violence and need time for treatment, counseling, or to prepare for legal proceedings.

 You need to attend school-related conferences, meetings, or events regarding your child's education; or to attend a school-related meeting regarding your child's health.

• Your employer's business closes due to a public health emergency or you need to care for a child whose school or child care provider closed due to a public health emergency. **Family Members**

The law recognizes the following individuals as "family members:" • Child (biological, adopted, or foster child; stepchild; legal ward; child of a domestic partner

Beginning July 1, 2020, the law will allow up to 12 weeks of continuous

family leave or 56 days of intermittent leave. Employees who are covered

• bond with a child within 12 months of the child's birth or placement

by adoption or foster care. The applicant, or the applicant's spouse or

domestic or civil union partner, must be the child's biological, adoptive

· care for a family member with a serious health condition. Supporting

• care for a victim of domestic violence or a sexually violent offence or

"Family member" means a child, parent, parent-in-law, sibling,

grandparent, grandchild, spouse, domestic partner, civil union partner,

and any other person related by blood to the employee or with whom

the employee has a close association that is the equivalent of a family

"Child" means a biological, adopted, or foster child, stepchild or legal

ward of a parent. A child gained by way of a valid written contract

between the parent and a surrogate (gestational carrier) is included in

or civil union partner) Grandchild

Sibling

New Jersey Department of Labor and Workforce Development

by family leave insurance can apply for benefits to:

or foster parent, unless a surrogate carried the child.

for a victim's family member.

relationship.

this definition.

08625-0110 • 609-777-3200.

services are available upon request to individuals with disabilities

Display this poster in a conspicuous place

documentation from a health care provider is mandatory.

 Spouse Domestic partner or civil union partner

Your employer is subject to the

Family Leave Insurance

provisions of the New Jersey Temporary Disability Benefits Law

New Jersey law provides up to 6 weeks of family leave insurance benefits. State Family Leave Insurance Plan ("state plan")

Enforced by: NJ Department of Labor and Workforce Development Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387

This and other required employer posters are available free online at nj.gov/labor, or from the Office of Constituent Relations, PO Box 110, Trenton, NJ

The New Jersey Department of Labor and Workforce Development is an equal opportunity employer with equal opportunity programs. Auxiliary aids and

Development: nj.gov/labor.

08625-0389 • 609-292-2305

TTY users can contact this department through the New Jersey Relay:

Enforced by: NJ Department of Labor and Workforce Development

Division of Wage and Hour Compliance, PO Box 389, Trenton, NJ

Display this poster in a conspicuous place

Trenton, NJ 08625-0387.

disability insurance.

benefits after the child is born.

MW-565 (12/21)

This and other required employer posters are available free online at If you need this document in Braille or large print, call 609-292-2305.

• Spouse, domestic partner, or civil union partner of an employee's parent or grandparent

• Any individual whose close association with the employee is the equivalent of family

If your need for earned sick leave is foreseeable (can be planned in advance), your employer

Your employer can require reasonable documentation if you use earned sick leave on 3 or more consecutive work days, or on certain dates specified by the employer. The law prohibits

employers from requiring your health care provider to specify the medical reason for your

Up to 40 hours of unused earned sick leave can be carried over into the next benefit year.

You Have a Right to be Free from Retaliation for Using Earned Sick Leave

• Participating in an investigation regarding an alleged violation of the law, and

• Informing another person of that person's potential rights under the law.

However, your employer is only required to let you use up to 40 hours of leave per benefit year. Alternatively, your employer can offer to purchase your unused earned sick leave at the end of

• Communicating with any person, including co-workers, about any violation of the law

Retaliation includes any threat, discipline, discharge, demotion, suspension, or reduction in

hours, or any other adverse employment action against you for exercising or attempting to

You can file a complaint with the New Jersey Department of Labor and Workforce Development

Keep a copy of this notice and all documents that show your amount of sick leave accrual and

You have a right to be given this notice in English and, if available, your primary language.

For more information visit the website of the Department of Labor and Workforce

online at *nj.gov/labor/wagehour/complnt/filing_wage_claim.html* or by calling 609-292-2305

can require up to 7 days' advance notice of your intention to use earned sick leave. If your need for earned sick leave is unforeseeable (cannot be planned in advance), your employer may

• Sibling of an employee's spouse, domestic partner, or civil union partner

• Any other individual related by blood to the employee

require you to give notice as soon as it is practical.

Your employer cannot retaliate against you for:

Requesting and using earned sick leave

exercise any right guaranteed under the law.

You Have a Right to File a Complaint

• Filing a complaint for alleged violations of the law

between 8:30 a.m. and 4:30 p.m., Monday through Friday.

You can get program information and an application for family leave

benefits (form FL-1) online at myleavebenefits.nj.gov, by phone at 609-

292-7060, or by mail: Division of Family Leave Insurance, P.O. Box 387,

New mothers who receive temporary disability benefits through the state

plan for their pregnancy will get instructions on how to file for family leave

An employer may provide family leave insurance through a private

insurance carrier, if this Division approves the plan. If your employer has

an approved private plan, your employer must provide information about

Payroll contributions from employees finance this program. Family leave

insurance coverage under the state plan will require contributions to be

deducted from employee wages. The deductions must be noted on the

employee's pay envelope, paycheck, or on some other form of notice.

In 2018, the taxable wage base for family leave insurance benefits is

the same as the taxable wage base for unemployment and temporary

Private Family Leave Insurance Plan ("private plan")

coverage and provide the forms to apply for benefits.

Who pays for Family Leave Insurance?

Display this poster in a conspicuous place

Chapter 173, Laws of New Jersey, 1965: Relating to **Payment of Wages**

All Employers Must Pay Wages to All Employees in Full at Least Twice a Calendar Month.

Executive and supervisory employees, however, may be paid at least once a calendar month. Payment must be made on regular paydays designated in advance. When a payday falls on a non-work day, payment must be made on the immediately preceding work day, unless a collective bargaining agreement states otherwise. Pay periods must not end more than 10 working days before payday, when payment is made on a

the full check without difficulty. • Employees leaving or terminated for any reason, including labor disputes, must be paid all wages due not later than the regular payday for the period in which employment ended. · An additional 10 days may be allowed when a labor dispute involves payroll employees. • Employees paid on an incentive system must be paid a reasonable estimate of wages due until exact amounts are known

regular payday. If payment is by check, arrangements must be made to allow employees to cash

 Payment may be made through regular pay channels or by mail if requested by the employ-It is unlawful to make any agreement for payment other than as provided in this act, except to pay at shorter intervals or to pay wages in advance Wages due to a deceased employee may be paid to the survivors in the order of preference as

outlined in the statute. No Deductions from Employees' Wages are Permitted Except:

Amounts authorized by New Jersey or United States Law or payments to correct payroll errors. Contributions or payments authorized by employees either in writing or under a collective bargain-Employee welfare • insurance • hospitalization • medical or surgical or both • pension • retirement profit-sharing plans
group or individual retirement annuity plans
individual retirement accounts at any state or federally chartered bank, savings bank, or savings and loan association • compa-

ny-operated thrift plans • security option or security purchase plans to buy marketable securities employee personal savings accounts such as a credit union, savings fund society, savings and loan or building and loan association • Christmas, vacation or other savings funds • purchase of company products or employer loans in accordance with the payment schedule contained in the original purchase or loan agreement • safety equipment • U.S. government bonds • costs and fees to replace employee identification for access to sterile or secured areas of airports • contributions for organized and recognized charities • rental of work clothing or uniforms or for laundering or dry cleaning of work clothing or uniforms • labor union dues and fees • health club membership fees • child care services.

All Employers Must:

MW-220 (1/25)

• Notify employees when they are hired the rate of pay and the regular payday. Notify employees of changes in pay rates or paydays prior to the changes.

 Give each employee a statement of deductions each pay period. Make and keep records for employees, including wages and hours, and make such records Provide employees when they are hired a required notice (form MW-400) describing the

employer's obligation to maintain and report records regarding wages, benefits, taxes and The Commissioner of Labor and Workforce Development will enforce and administer the provisions of this act. The Commissioner or an authorized representative has the power to

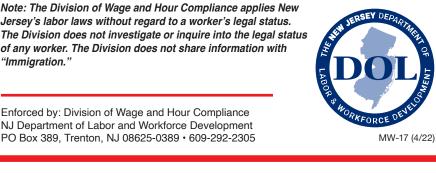
make all necessary inspections of establishments and records. Any employer who knowingly and willfully violates any provision of this act is guilty of a disorderly persons offense. Upon conviction, such employer will be punished by a fine of at least \$100 but

not more than \$1,000. Each day during which any violation of this act continues will constitute a separate and distinct offense. As an alternative to or in addition to any other sanctions allowed by law for violations, the Commissioner is authorized to assess and collect administrative penalties, up to \$250 for a first violation and up to \$500 for each subsequent violation.

The employer will also pay the Commissioner an administrative fee equal to at least 10% but not more than 25% of any payment due to employees. The Commissioner may, after giving the employer or successor firm notice and an opportunity for a hearing in accordance with the "Administrative Procedure Act " P.I. 1968, c 410 (C 52:14B-1 et seq.), issue a written determination directing any appropriate agency to suspend any one or more licenses that are held by the employer or successor firm, for a period of time determined by the Commissioner.

Jersey's labor laws without regard to a worker's legal status. The Division does not investigate or inquire into the legal status of any worker. The Division does not share information with "Immigration."

Enforced by: Division of Wage and Hour Compliance NJ Department of Labor and Workforce Development PO Box 389, Trenton, NJ 08625-0389 • 609-292-2305



Attention New Jersey Employers

Re: Workers' Compensation poster All NJ employers, not covered by Federal programs, must have workers'

compensation coverage or be approved for self-insurance. The law requires every employer to post and maintain in a conspicuous place or places in and about the worksite, a form prescribed by the Commissioner of the Department of Banking and Insurance, stating that the employer has secured WC insurance coverage or has qualified with the Department of Banking and Insurance as a self-insured employer. For further details, please contact the Department of Banking and Insurance at 1-800-446-7467 or (609) 292-7272.



NEW JERSEY LAW PROHIBITS WORKER MISCLASSIFICATION NOTICE OF EMPLOYEE RIGHTS & **EMPLOYER RESPONSIBILITIES** IF MY EMPLOYER HAD ME SIGN AN INDEPENDENT CONTRACTOR AGREEMENT BEFORE HIRING ME, DOES THAT

MAKE ME AN INDEPENDENT CONTRACTOR?

WHAT HAPPENS WHEN IT IS FOUND BY A STATE AGENCY OF

In addition to the award of a remedy or remedies to make the misciassisted employee or the State agency whole for the employer's violation of the underlyin New Jersey wage, benefit or tax law (for example, the award of back pay to the misclassified employee who has been illegally deprived of the statutory minimur wage or overtime premium pay in violation of the State Wage and Hour law, or whose pay was subject to llegal deductions in violation of the State Wage Payment law), New Jersey law also empowers the Department of Labor and

Workforce Development to take **actions** and impose **penalties** against an employer who has misclassified employees including:

A penalty paid by the employer to the misclassified employee of not more than 5 percent of the worker's gross earnings over the past 12

For violation of State wage, benefit or tax laws in connection with the

Additional penalties and fees payable to the Department are where wages are given to the employee, an additional amount

> A stop-work order.

immum wage, the right to overtime pay, time and mode of pay tections, the protection against illegal deductions from pay, mployment compensation, temporary disability benefits, family ve insurance benefits, workers' compensation, family leave and

AM I AN EMPLOYEE OR AN INDEPENDENT CONTRACTOR? Under New Jersey's Unemployment Compensation Law, Wage and Hour Law, Wage Payment Law, Wage Collection Law, Temporary usability Benefits Law (including sections providing for Family Leave insurance) and Earned Sick Leave Law, if you perform a service and are laid, you are presumed to be an employee, unless the employer can rove all three of the following: rove all three of the following: (A) You have been and will continue to be free from control or direction over performance of the service, both under a contract of service and in fact; and

(B) The service is either outside the usual course of the business for which such service is performed, or the service is performed outside of all the places of business of the enterprise for which such service is performed; and (C) You are customarily engaged in an independently established trade, occupation, profession or business. This is referred to in New Jersey as the "ABC test" for independent contractor status.

DO I HAVE TO PROVE THAT I AM AN EMPLOYEE?

If you believe you are misclassified, email misclass@nj.dol.gov DOES IT MATTER IF I RECEIVED AN IRS FORM 1099. AS No. It does not matter which federal tax form the employer uses to report

rer can't meet its burden to establish all **three** parts of the an you are deemed to be an employee, entitled to the right and benefits of an employee under the above-cited New

FOR REPORTING MISCLASSIFICATION?

abor or to an authorized representative regarding any possible violati y the employer of any State wage, benefit or tax law, including those inquiries or complaints that involve misclassification, or because the employee caused to be instituted or is about to cause to be instituted proceeding under or related to State wage, benefit or tax law, or beac the employee has testified or is about to testify in such a proceeding. REPORTING MISCI ASSIFICATION

You can also visit www.myworkrights.nj.gov to learn more about misclassifica

DISPLAY THIS POSTER IN A CONSPICUOUS PLACE

NJ.GOV/LABOR

Right to be Free of Gender Inequity or Bias in Pay, Compensation, Benefits or Other Terms and Conditions of Employment

conditions or privileges of employment because of the individual's sex. Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on, among other things, an individual's sex. Title VII claims must be filed with the United States Equal Employment Opportunity Commission (EEOC) before they can be brought in court. Remedies

under Title VII may include an order restraining unlawful discrimination, back pay, and

compensatory and punitive damages.

New Jersev and federal laws prohibit employers from discriminating against

an individual with respect to his/her pay, compensation, benefits, or terms,

The Equal Pay Act of 1963 (EPA) prohibits discrimination in compensation based on sex. EPA claims can be filed either with the EEOC or directly with the court. Remedies under the EPA may include the amount of the salary or wages due from the employer, plus an additional equal amount as liquidated damages Please be mindful that in order for a disparity in compensation based on sex to be actionable

under the EPA, it must be for equal work on jobs the performance of which requires equal skill.

The New Jersey Law Against Discrimination (LAD) prohibits employment discrimination based

on, among other things, an individual's sex. LAD claims can be filed with the New Jersey

effort, and responsibility, and which are performed under similar working conditions. There are strict time limits for filing charges of employment discrimination. For further information, contact the EEOC at 800-669-4000 or at www.eeoc.gov.

Division on Civil Rights (NJDCR) or directly in court. Remedies under the LAD may include an order restraining unlawful discrimination, back pay, and compensatory and punitive damages. Another State law, N.J.S.A. 34:11-56.1 et seq., prohibits discrimination in the rate or method of payment of wages to an employee because of his or her sex. Claims under this wage discrimination law may be filed with the New Jersey Department of Labor and Workforce Development (NJDLWD) or directly in court. Remedies under this law may include the full amount of the salary or wages owed, plus an additional equal amount as liquidated damages.

Please be mindful that under the State wage discrimination law a differential in pay between

employees based on a reasonable factor or factors other than sex shall not constitute

There are strict time limits for filing charges of employment discrimination. For more information regarding LAD claims, contact the NJDCR at 609-292-4605 or at www.njcivilrights.gov. For information concerning N.J.S.A. 34:11-56.1 et seq., contact the Division of Wage and Hour Compliance within the NJDLWD at 609-292-2305 or at http://lwd.state.nj.us.



This notice must be conspicuously displayed. AD-290 (1/14)

This Notice Must Be Posted in a Conspicuous Place

New Jersey SAFE Act

N.J.S.A. 34:11C-1 et seq. Leave of absence to address domestic or sexual violence



The New Jersey Security and Financial Empowerment Act ("NJ SAFE Act") provides that certain employees are eligible to receive an unpaid leave of absence, for up to 20 days in a 12-month period, to address circumstances resulting from domestic violence or a sexually violent offense.

Eligible Employees

To be eligible, the employee must have worked at least 1,000 hours during the immediately preceding 12-month period. Further, the employee must have worked for an employer in the State that employs 25 or more employees.

Covered Reasons for NJ SAFE Act Leave

NJ SAFE Act leave may be taken for the purpose of engaging in any of the following activities by (1) an employee who is a victim of domestic violence or a sexually violent offense, or (2) an employee whose parent-in-law, sibling, grandparent, grandchild, child, parent, spouse, domestic partner, or civil union partner, or any other individual related by blood to the employee, or any other individual that the employee shows to have a close association with the

employee which is the equivalent of a family relationship, is a victim

of domestic violence or a sexually violent offense: (1) Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic or sexual violence (2) Obtaining services from a victim services organization

(3) Obtaining psychological or other counseling (4) Participating in safety planning, temporarily or permanently

relocating, or taking other actions to increase the safety from future domestic violence or sexual violence or to ensure the economic security

(5) Seeking legal assistance or remedies to ensure health and (6) Attending, participating in or preparing for a criminal or civil

court proceeding relating to an incident of domestic or sexual When NJ SAFE Act Leave May Be Taken

Leave under the NJ SAFE Act must be used in the 12-month period immediately following an instance of domestic violence or a sexually violent offense. The unpaid leave must be taken at least one day at a time, and may be taken intermittently.

NJ SAFE Act and Other Leave Laws Unpaid leave under the SAFE Act shall run concurrently with any paid vacation leave, personal leave, or medical or sick leave, or any family temporary disability leave benefits, that the employee elects to use during any part of the 20-day period of unpaid leave. If the employee requests leave for a reason covered by both the NJ SAFE Act and the Family Leave Act, N.J.S.A. 34:11B-1 et seq., or the federal Family and Medical Leave Act, 20 U.S.C. 2601 et seq., the leave shall count simultaneously against the employee's

entitlement under each respective law.

must, if the necessity for the leave is foreseeable, provide the employer with written notice of the need for the leave, unless an emergency or other unforeseen circumstance precludes prior notice. The employee must provide the employer with written notice as far in advance as reasonable and practicable under the circumstances. The employer has the right to require the employee to provide the employer with documentation of the domestic violence or sexually violent offense that is the basis for the leave. The employer must retain any documentation provided to it in this manner in the strictest confidentiality, unless the disclosure is voluntarily authorized in writing by the employee or is required by a federal or State law, rule or regulation.

Notice and Documentation of NJ SAFE Act Leave

Employees eligible to take leave under the NJ SAFE Act

Prohibition Against Retaliation Under the NJ SAFE Act

The NJ SAFE Act also prohibits an employer from discharging, harassing or otherwise discriminating or retaliating or threatening to discharge, harass or otherwise discriminate against an employee with respect to the compensation, terms, conditions or privileges of employment on the basis that the employee took or requested any leave that the employee was entitled to under the NJ SAFE Act, or on the basis that the employee refused to authorize the release of information deemed confidential under the NJ SAFE Act. Learn more at

Seeking a Remedy Under the NJ SAFE Act

To obtain relief for a violation of the NJ SAFE Act, an aggrieved person must file a private cause of action in the Superior Court within one year of the date of the alleged violation. Learn more

at njcourts.gov. **Need Additional Support?** You and your loved one deserve help coping with and finding

safety from domestic or sexual violence. For additional support contact New Jersey Coalition Against Sexual Assault Hotline

1-800-601-7200 New Jersey Domestic Violence Hotline 1-800-572-SAFE (7233)

Women's Referral Central 1-800-322-8092

New Jersey Department of Labor and Workforce Development

The New Jersey Family Leave Act (NJFLA) entitles certain employees to take up to 12 weeks of family leave in a 24-month period without losing their jobs

Employers generally must provide NJFLA leave if -

Certain employees may be eligible for

additional leave under the federal Family and

▶ The EMPLOYER has at least 30 employees worldwide OR is a government entity, regardless of size;

▶ The EMPLOYEE has worked for that employer for at least 1 year, AND has worked at least 1,000 hours in the past 12 months; and ► The LEAVE is being taken to: ► Care for or bond with a child within 1 year of the child's birth or placement for adoption or foster care;

Note that the NJ Family Leave Act does not ► Care for a family member, or someone who is the equivalent of family, who has a serious health condition, or who has been isolated provide leave for the employee's own health or quarantined because of suspected exposure to a communicable disease (including COVID-19) during a state of emergency; or

epidemic of a communicable disease (including COVID-19) or other public health emergency. Medical Leave Act. Remedies may include money damages, an order to stop violating the Act, adoption of new policies and procedures, attorney's fees, and more.

Provide required care or treatment for a child during a state of emergency if their school or place of care is closed due to an

To get more information or file a complaint, contact the Division on Civil Rights NJCivilRights.gov



No one can retaliate against you for attempting to take or taking NJFLA leave, reporting NJFLA violations, or exercising other rights under the NJFLA

All entities subject to the New Jersey Family Leave Act, N.J.S.A. 34:11B-1 et seq., shall display this official poster in places easily visible to all employees and applicants for employment.

The Law Against Discrimination (LAD) Prohibits Discrimination and Harassment in Employment

Based on Actual or Perceived

 Race or Color Religion or creed Disability

 Gender identity or expression Liability for military service Sexual orientation

National origin, nationality, or ancestry

Marital or domestic partnership or civil union status

Atypical cellular or blood trait, genetic information

Pregnancy or breastfeeding

including the refusal to submit to genetic testing The law means people cannot be treated differently, harassed, or otherwise discriminated against at work based on their membership in a protected class

The law applies to all employers (including labor unions, apprenticeship and training programs, and employment agencies) and in all aspects of employment, including but not limited to:

 Recruitment and job postings Interviews and hiring decisions Promotion or transfer Termination or demotion

 Compensation, including salary and benefits All terms, conditions, or privileges of employment Membership in a union

Remedies may include money damages, an order to stop discrimination or harassment, adoption of new

If you believe you have experienced discrimination, contact the Division on Civil Rights



1-833-NJDCR4U

NJCivilRights.gov 711 (Relay Service)

No one can retaliate against you for reporting LAD violations, filing a discrimination complaint, or exercising other rights under the LAD

All employers, employment agencies, and labor organizations shall display this official poster in places easily visible to all employees and applicants for employment. N.J.A.C. 13:8-1.2.

DOL

Conscientious Employee Protection Act "Whistleblower Act"

Employer retaliatory action; protected employee actions; employee responsibilities New Jersey law prohibits an employer from taking any retaliatory action against an employee because the employee a. Discloses, or threatens to disclose, to a supervisor or to a public body an activity, policy or practice of the

employer or another employer, with whom there is a business relationship, that the employee reasonably believes

is in violation of a law, or a rule or regulation issued under the law, or, in the case of an employee who is a

licensed or certified health care professional, reasonably believes constitutes improper quality of patient care;

Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any

violation of law, or a rule or regulation issued under the law by the employer or another employer, with whom there

is a business relationship, or, in the case of an employee who is a licensed or certified health care professional, provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into Provides information involving deception of, or misrepresentation to, any shareholder, investor, client, patient. customer, employee, former employee, retiree or pensioner of the employer or any governmental entity. Provides information regarding any perceived criminal or fraudulent activity, policy or practice of deception or misrepresentation which the employee reasonably believes may defraud any shareholder, investor, client, patient, customer, employee, former employee, retiree or pensioner of the employer or any governmental entity.

Objects to, or refuses to participate in, any activity, policy or practice which the employee reasonably believes:

(1) is in violation of a law, or a rule or regulation issued under the law or, if the employee is a licensed or

certified health care professional, constitutes improper quality of patient care;

(2) is fraudulent or criminal; o (3) is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment. N.J.S.A. 34:19-3. The protection against retaliation, when a disclosure is made to a public body, does not apply unless the employee has brought the activity, policy or practice to the attention of a supervisor of the employee by written notice and given the employer a reasonable opportunity to correct the activity, policy or practice. However, disclosure is not required

where the employee reasonably believes that the activity, policy or practice is known to one or more supervisors of

the employer or where the employee fears physical harm as a result of the disclosure, provided that the situation is

 CONTACT INFORMATION — Your employer has designated the following contact person to receive written notifications, pursuant to paragraph 2 above (N.J.S.A. 34:19-4): elephone Number:_ This notice must be conspicuously displayed.

If you need this document in a language other than English or Spanish, please call 609-292-7832.

Once each year, employers with 10 or more employees must distribute notice of this law to their employees

Acciones de represalia del empleador; protección de las acciones del empleado . La ley de New Jersey prohíbe que los empleadores tomen medidas de represalia contra todo empleado que haga lo a. Divulgue o amenace con divulgar, ya sea a un supervisor o a una agencia pública toda actividad, directriz o norma del

o indagación sobre la violación de alguna ley, regla o reglamento que el empleador o algún otro empleador con el que exista una relación de negocios; o en el caso de un trabajador licenciado o certificado de la salud que facilite información o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia o indagación Ofrece información concerniente al engaño o la tergiversación con accionistas, inversionistas, usuarios, pacientes, clientes, empleados, ex empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental Ofrece información con respecto a toda actividad que se pueda percibir como delictiva o fraudulenta, toda directiva o práctica engañosa o de tergiversación que el empleado tenga motivos fundados para pensar que pudieran estafar

e. Se opone o se niega a participar en alguna actividad, directriz o práctica que el empleado tiene motivos fundados para (1) viola alguna ley, o regla o reglamento que dicta la ley o en el caso de un empleado licenciado o certificado en cuidado de la salud que tiene motivos fundados para pensar que constituya atención inadecuada al paciente;

No se puede acoger a la protección contra la represalia, cuando se hace una divulgación a un organismo público, a no ser que el empleado le informe al empleador de tal actividad, política o norma a través de un aviso por escrito y le haya dado al empleador una oportunidad razonable para corregir tal actividad, política o norma. Sin embargo, no es necesaria la divulgación en los casos en que el empleado tenga indicios razonables para creer que un supervisor o más de un supervisor del empleador tienen conocimiento de tal actividad, política o norma o en los casos en los que el empleado teme que tal divulgación pueda traer como consecuencia daños físicos a su persona siempre y cuando la naturaleza de la situación sea la de una situación de emergencia.

Dirección: Este aviso se debe exponer a la vista de todos. Anualmente, patronos con 10 o más empleados, deberán distribuir notificación de esta lev a todos sus empleados.

Compliance Poster Company™





NEW JERSEY DEPARTMENT OF

PR-2 (4-19)

policies and procedures, attorney's fees, and more.

La Ley de protección al empleado consciente "Ley de protección del denunciante"

fundados para pensar que violan alguna ley, o en el caso de un trabajador licenciado o certificado de la salud y que tiene motivos fundados para pensar que se trata de una manera inadecuada de atención al paciente; Facilite información o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia

a accionistas, inversionistas, usuarios, pacientes, clientes, empleados, ex empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental.

Jersey de protección del empleado consciente (N.J.S.A., por sus siglas en inglés)

Si necesita este documento en algún otro idioma que no sea inglés o español, sírvase llamar al 609-292-7832

(3) es incompatible con algún mandato establecido por las directrices públicas relacionadas con la salud pública, la seguridad o el bienestar o la protección del medio ambiente. Artículo 34:19-3 de las Leyes comentadas de New

> Información del Contacto Su empleador ha designado a la siguiente persona para recibir notificaciones de acuerdo al parafo 2, de la ley (N.J.S.A. 34:19-4):