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NEW JERSEY & FEDERAL LABOR LAW POSTER



REPORTING & RECORDKEEPING REQUIREMENTS NOTICE

venue, within the Department of the Treasury.

respective six-month period showing

ERSEY

nporary layoff

sequent six quarters.

for separation;

New Jersey Department of Labor and Workforce Development

Chapter 194, Laws of New Jersey, 2009, Relating to Employer Obligation to Maintain and Report Records Regarding Wages, Benefits, Taxes and Othe Contributions and Assessments Pursuant to State Wage, **Benefit and Tax Laws**

Wage Payment Law (N.J.S.A. 34:11-4.1 et seg.) and Wage and Hour Law (N.J.S.A. 34:11-56a et seq.) Each employer must keep a record of each employee which ntains the following informatio

 The name of the employee; 2. The address of the employee calendar year and for the four preceding calendar years. 3. The birth date of the employee if the employee Once an employer becomes inactive, the employer must under the age of 18; keep all records referred to in 1. through 7. above for the

4. The total hours worked by the employee each day and each workweel 5. The earnings of each employee, including the regular

hourly wage, gross to net amounts with itemized deductions, and the basis on which wages are paid; Regarding each employee who receives gratuities, the total gratuities received by the employee during the payroll week;

7. Regarding each employee who receives gratuities daily or weekly reports completed by the employee containing the following information: (a) employee's name, (b) the employee's address, (c) the employee's social security number, (d) the name and address of the employer, (e) the calendar day or week covered by the report, and (f) the total amount of

gratuities received; and ile an NJ--927, "Employer's Quarterly Report," with the 8. Regarding each employee for whom the employe Division of Revenue, within the Department of the Treasury, claims credit for food or lodging as a cash substitute for the employee who receives food or lodging supplied and remit the corresponding unemployment insurance, supplemental workforce fund, workforce development y the employer, information substantiating the cos partnership fund, temporary disability insurance and family of furnishing such food or lodgings, including but not limited to the nature and amount of any expenditures leave insurance contribution payments, within 30 days after the end of each quarter. The NJ-927 lists the total of tering into the computation of the fair value of the food or lodging and the date required to compute the amount of the depreciated investment in any assets allocable to the furnishing of the lodgings, including the date of acquisition or construction, the original cost, the rate of depreciation and the total amount of accumulated depreciation on such assets

The employer may use any system of time keeping provided that it is a complete, true and accurate record. The nployer must keep the wage and hour records described above for a period of six years. The employer must keep the wage and hour records described above at the place of mployment or in a central office in New Jersey.

evailing Wage Act (N.J.S.A. 34:11-56.25 et seq.) The Prevailing Wage Act applies to employers only under certain circumstances. Specifically, it applies only when an employer enters into a contract in excess of the prevailing wage contract threshold amount for any public work (as the term "public work" is defined at N.J.S.A. 34:11-56.26) to which any public body is a party or for public work to be done on a property or premises owned by a public body o leased or to be leased by a public body Each public works contractor must submit to the public body or lessor which contracted for the public works project a certified payroll record containing the following employee information: 1. Name; 2. Address

- 3. Social security number 4. Craft or trade; Actual hourly rate of pay; 6. Actual daily, overtime and weekly hours worked in each craft or trade;
- 7. Gross pay; 8. Itemized deductions;
- 9. Net pay paid to the employee;

10. Any fringe benefits paid to approved plans, funds or programs on behalf of the employee; and 11. Fringe benefits paid in cash to the employee

Each public works contractor must, within 10 days o payment of wages, submit the certified payroll record to he public body or the lessor which contracted for the public works project. Each public works contractor which employs one or more apprentices on a public works project must maintain with its records written evidence that the apprentice or apprentices are registered in ar

approved apprenticeship program while performing work on the project. ent Compensation Law (N.J.S.A. 43:21-1 et seq.), emporary Disability Benefits Law (N.J.S.A. 43:21-25 et

seq.) and amily Leave Insurance Benefits Law, P.L. 2008, c. 17. Payroll records: Each employing unit must maintain a record for each worker engaged in employment, which record must contain the following information about the worker: . Full name, address and social security number;

period, and

lovment if reported by the employee, or if not so

of biological parent with a newborn child, bonding by The date separated from employment and the reason individual with newly adopted child: 1. The number of claims for family leave insurance 6. Such information as may be necessary to determine benefits received during the one-year period, 2. The number of claims for family leave insurance emuneration on a calendar week basis; and

7. The number of base weeks (as the term "base week" is benefits accepted during the one-year period, defined in N.J.S.A. 43:21-19(t)) and wages. 3. The number of workers who received family leav All records referred to in 1. through 7. above must be insurance benefits during the one-year period kept safe and readily accessible at the New Jersey place . The amount of family leave insurance benefits paid of business of the employing unit. All records referred to in 1. through 7. above must be retained for the current

during the one-year period, The average weekly family leave insurance benefit during the one-year period,

5. The amount of sick leave, vacation leave or other fully paid time, which resulted in reduced benefit duration uring the one-year period . With regard solely to family leave insurance benefi

Wage reporting: Each employer (other than employers of claims to care for sick family members, the amount nestic service workers) must electronically file a WR-30, "Employer Report of Wages Paid," with the Division of intermittent family leave insurance benefits paid Revenue, within the Department of the Treasury, withir during the one-year period, and . The average duration of family leave insurance benefits 30 days after the end of each guarter. The WR-30 lists the

name, social security number and wages paid to each in days, during the one-year period. employee and the number of base weeks worked by the The information reported in 1. through 8. above mus mployee during the calendar guarter. Each employer of be broken down by sex and by age group, beginning nestic service workers (as the term "domestic service at 25 years and under and increasing in increments of worker" is defined at N.J.A.C. 12:16-13.7(b)) must file an 10. On or before the 30th day following the close of each annual, rather than guarterly, WR-30 with the Division of calendar year during which a self-insured private plan for mily leave insurance is in effect, the employer must file a Contribution reporting: Each employer (other than report with the Division of Temporary Disability Insurance nployers of domestic service workers) must electronically

1. The amount of funds available at the beginning of that year for payment of family leave insurance benefits, The amount contributed by workers during that year, The direct cost of administration of the plan during

that year, . The number of employees covered by the plan as o December 31, and

all wages paid, the wages paid in excess of the taxable . Such other information as the Division of Temporary maximum, the taxable wages on which contributions are Disability Insurance may require with respect to the due, the number of workers employed during the pay financial ability of the self-insurer to meet the self

period, the number of workers insured under a "private insured's obligation under the plan. plan" for temporary disability insurance and the number orkers' Compensation Law (N.J.S.A. 34:15-1 et seq.) f workers insured under a "private plan" for family leave Upon the happening of an accident or the occurrence of nsurance. Each employer of domestic service workers (as any occupational disease, an employer who has insurance the term "domestic service worker" is defined in N.J.A.C. coverage or utilizes a third-party administrator sha 12:16-13.11(c)) must file an annual, rather than guarterly, promptly furnish the insurance carrier or the third-part NJ-927H, "Domestic Employer's Annual Report," with the administrator with accident or occupational diseas ivision of Revenue, within the Department of the Treasury. information. Within three weeks after an accident of mporary Disability Insurance and Family Leave upon knowledge of the occurrence of an occupationa Insurance information: Each employer must retain all records pertaining to any election to discontinue a private statutory non-insured employer, including the State Jan for temporary disability insurance and/or family leave counties, municipalities and school districts, and dul surance benefits and must make such records available authorized self-insured employer not utilizing a third r inspection by the Division of Temporary Disability party administrator must file a report designated as "firs urance for a one-year period from the date that the notice of accident" in electronic data interchange media private plan is terminated. Each employer having a private with the Division of Workers' Compensation through the blan for temporary disability insurance and/or family Compensation Rating and Inspection Bureau in a format eave insurance must, within 10 days after the Division of prescribed by the Compensation Rating and Inspection emporary Disability Insurance has mailed the employer Bureau. When filed by an insurance carrier or third-party request for information with respect to a period of administrator, the report must also be sent to the employed lisability, furnish the Division with any information If the employer disagrees with the report, the employer requested or known to the employer which may bear may prepare and sign an amended report and file the upon the eligibility of the claimant. Each employer having amended report with the insurance carrier or third-party wo or more approved private plans in effect during a administrator. The amended report must then be filed calendar half-year or any portion thereof must, on or electronically with the Division through the Compensation before the 30th day following the close of the calendar half- Rating and Inspection Bureau. Every insurance carried year, file a report showing the amount of taxable wages providing workers' compensation insurance and every paid during such calendar half-year to employees while workers' compensation self-insured employer shall covered under each such private plan. Each employer who designate a contact person who is responsible for provides temporary disability insurance to its employees responding to issues concerning medical and temporary through a self-insured private plan must, for the six-month disability benefits where no claim petition has been filed periods ending June 30 and December 31 of each calendar or where a claim petition has not been answered. The full year during which the self-insured private plan is in effect, name, telephone number, mailing address, email address file a statement with the Division of Temporary Disability and fax number of the contact person must be submitted Insurance, on or before the 30th day following the end of to the Division of Workers' Compensation utilizing the Division's contact person form in the manner instructed 1. The number of claims received during the six-month on the form. Each employer, when directed to do so by the Division of Workers' Compensation, must submit to the The number of claims accepted during the six-month Division of Workers' Compensation copies of such medica

certificates and reports as it may have on file. . The amount of benefits paid during the six-month ross Income Tax Act (N.J.S.A. 54A:1-1 et seq.)

mployer's Quarterly Report: The Employer's Quarterly Such other information as the Division of Temporary Report, NJ-927, reports New Jersey Gross Income Tax Disability Insurance may require with respect to the unemployment insurance, supplementa withheld. inancial ability of the self-insurer to meet the selfvorkforce fund, workforce development partnership fund, family leave insurance and temporary disability insurance wage and withholding information. Each employer required to electronically file an Employer's Quarterl Report, NJ-927, for each calendar quarter, regardless of the amount of tax actually due for a particular quarter. Quarterly reports are due on the 30th day of the mont following the end of each guarter. Employers of "domestic service workers" may report and pay New Jersey Gross

> basis on an NJ-927H. Records to be kept: Every employer is required to keep all

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE Special provisions apply to workers in American Samoa

The law requires employers to display this poster bathroom, that is shielded from view and free from • where employees can readily see it. OVERTIME PAY At least 1 ½ times your regular rate of pay used by the employee to express breast milk. intrusion from coworkers and the public, which may be NFORCEMENT The Department has authority to recover all hours worked over 40 in a workweek HILD LABOR An employee must be at least 16 years old back wages and an equal amount in liquidated damages o work in most non-farm jobs and at least 18 tó work in in instances of minimum wage, overtime, and othe non-farm jobs declared hazardous by the Secretary of violations. The Department may litigate and/or abor. Youths 14 and 15 years old may work outside recommend criminal prosecution. Émployers may be school hours in various non-manufacturing, non-mining, assessed civil money penalties for each willful or repéated non-hazardous jobs with certain work hours restrictions. violation of the minimum wage or overtime pay Different rules apply in agricultural employment. **IP CREDIT** Employers of "tipped employees" who meet provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provi certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay each child labor violation that results in the death or ipped employees a cash wage of at least \$2.13 per hour if serious injury of any minor employee, and such hey claim a tip credit against their minimum wage assessments may be doubled when the violations are obligation. If an employee's tips combined with the determined to be willful or repeated. The law also mployer's cash wage of at least \$2.13 per hour do not prohibits retaliating against or discharging workers who equal the minimum hourly wage, the employer must make file a complaint or participate in any proceeding under

the difference. IMP AT WORK The FLSA requires employers to provide ADDITIONAL INFORMATION Certain occupations and establishments are exempt reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the from the minimum wage, and/or overtime pay child's birth each time the employee needs to express provisions. Certain narrow exemptions also apply to reast milk. Employers must provide a place, other than a the pump at work requirements.

NEW JERSEY MINIMUM WAGE

New Jersey Department of Labor and Workforce Development Wage and Hour Law Abstract | N.J.S.A. 34:11-56a et seq.

STATUTORY MINIMUM WAGE RATE Employees are to be paid not less than the New Jersey | EXEMPTIONS Exempt from the statutory minimum wage rate are full-time ninimum wage in accordance with the schedule below

Date	Most Employers	Seasonal & Small Employers (fewer than 6)	Agricultural Employers	Cash Wage for Tipped Workers	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	
*Minimum wage may continue to increase each January 1 based on a measure of inflation.						

basis to labor on a farm shall be paid for each day worked not less than the minimum hourly wage rate multiplied by the total number of hours worked. or hours worked in excess of 40 in any week except where otherwise specifically provided by PENALTIES Any employer who violates any provisions of this act shall be guilty executive, administrative, and professional employees of a disorderly persons violation and upon conviction shall be punished by a employees engaged in labor on a farm or relative to raising or care of livestock; and fine of not less than \$100 nor more than \$1,000. As an alternative to or in limousine drivers addition to any other sanctions provided by law for violations, the Commissione authorized to assess and collect administrative penalties, up to a maximum of \$250 for a first violation and up to a maximum of \$500 for each subsequent his wage order and regulations and must be paid not less than the statutory minimum wage rate violation. The employer shall also pay the Commissioner an administrative fee Food service (restaurant industry) equal to not less than 10% or more than 25% of any payment due to First processing of farm products Hotel and motel Seasonal amusement employees. Penalties for violation of this order are set forth in N.J.S.A 34:11-56a22 hese regulations are contained in N.J.A.C. 12:56-11.1 et seg. nforced by: 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 MW-220 (1/25 EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT he Employee Polygraph Protection Act prohibits most private employers from does not preempt any provision of any State or local law or any collective bargaining ising lie detector tests either for pre-employment screening or during the ement which is more restrictive with respect to lie detector tests. EXAMINEE RIGHTS Where polygraph tests are permitted, they are subject to course of employment. numerous strict standards concerning the conduct and length of the test. Examinees NS Employers are generally prohibited from requiring or requesting any ployee or job applicant to take a lie detector test, and from discharging, have a number of specific rights, including the right to a written notice before disciplining, or discriminating against an employee or prospective employee for testing, the right to refuse or discontinue a test, and the right not to have test results ing to take a test or for exercising other rights under the Act. closed to unauthorized persons. EXEMPTIONS Federal, State and local governments are not affected by the law. Also,

the Commonwealth of the Northern Mariana Islands,

ne employers incorrectly classify workers

loyees under the FLSA. It is important to know the

ence between the two because employees (unless

ntices, and workers with disabilities may be paid

WAGE AND HOUR DIVISION

OF LABOR

1-866-487-9243

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"independent contractors" when they are actually

exempt) are entitled to the FLSA's minimum wage and

overtime pay protections and correctly classified

Certain full-time students, student learners

less than the minimum wage under special certificates

and the Commonwealth of Puerto Rico.

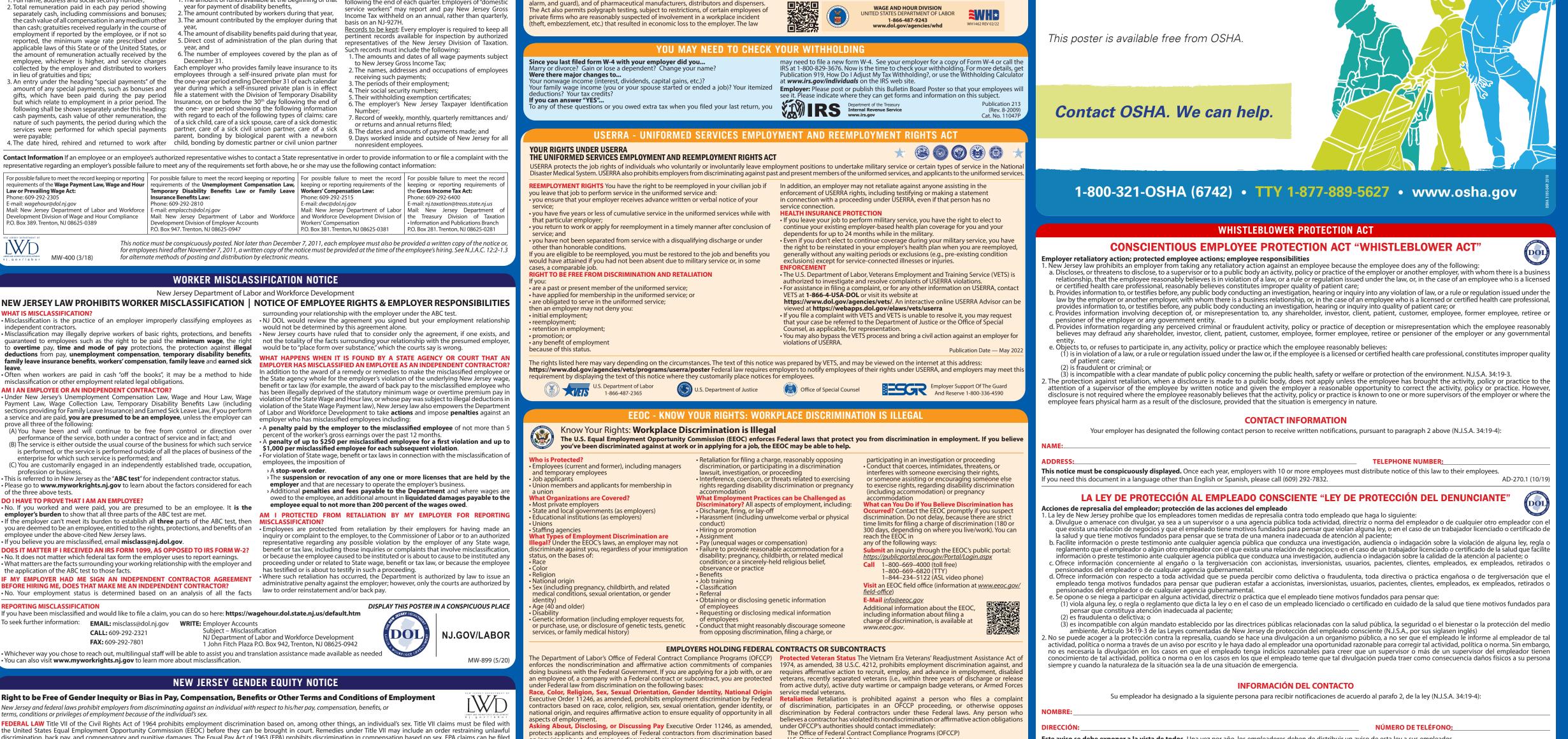
employers must comply with both.

diffe

Some state laws provide greater employ

dent contractors are not.

issued by the Department of Labor.



OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT



Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.

Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.

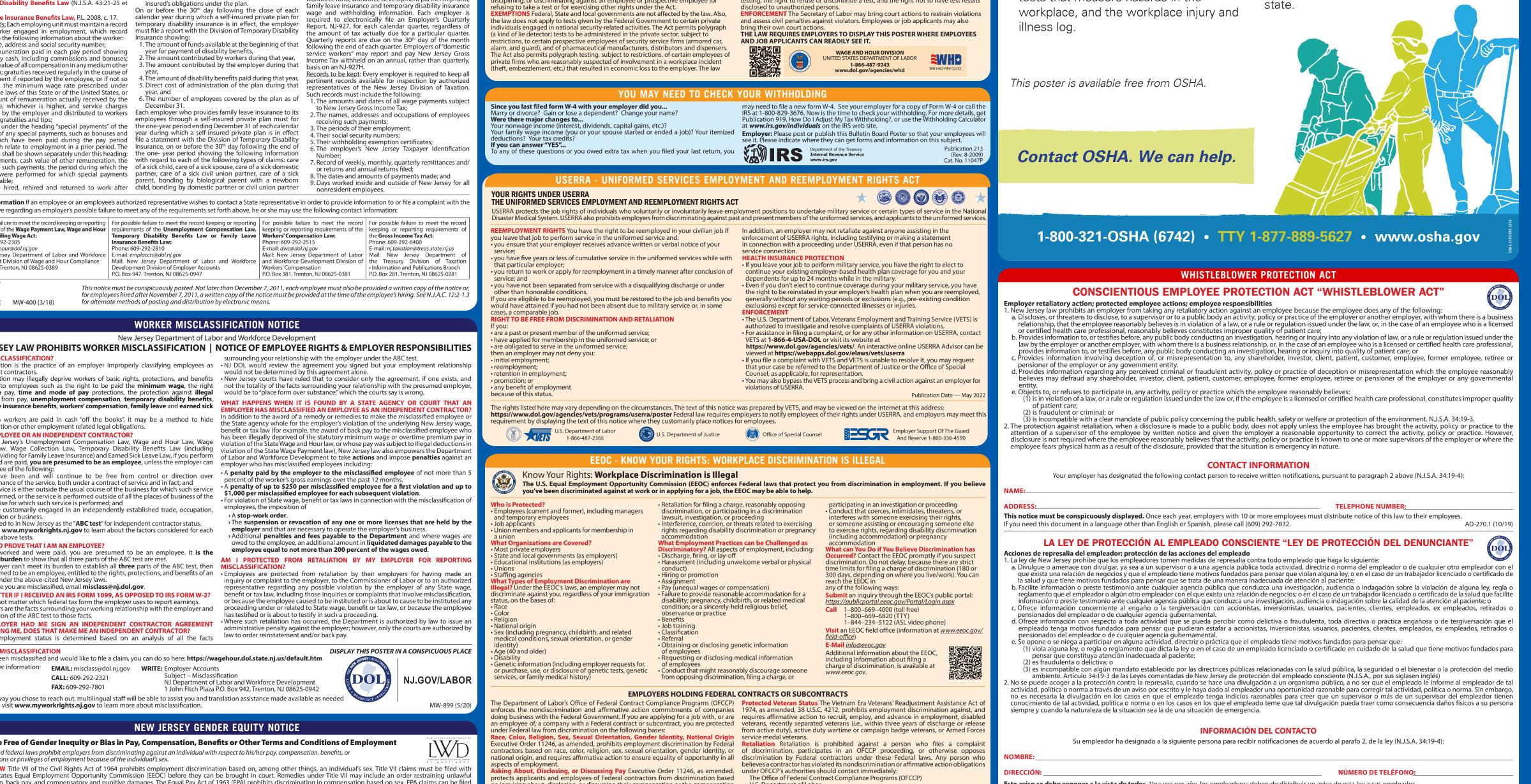
- Participate (or have your representative) participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.

• Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.

- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.
- On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHAsupported consultation programs in every state.



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 persons; sales persons of motor vehicles; part time employees primarily engaged in the care and tending of children in the home of the employed and minors under 18 (EXCEPT that minors under 18 in the first processing of farm products, hotels, motels, restaurants, retail, beauty culture, laundry, cleaning, dveing, light manufacturing and apparel occupations are covered by the wage order rates as above and vocational school graduates with special permits under the Child Labor Law are covered by the statutory rate). 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

LABOR ON A FARM AT PIECE-RATE Employees engaged on a piece-rate **OVERTIME** Overtime is payable at the rate of 1.5 times the employee's regular hourly rate wage order. Exempt from the overtime entitlement are WAGE ORDER AND REGULATIONS Employees in the occupations found below are covered b

discrimination, back pay, and compensatory and punitive damages. 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 iquidated 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 f which requires equal skill, effort, and responsibility, and which are performed under similar working conditions. There are strict time limits for filing charges of employment liscrimination. For further information, contact the EEOC at 800-669-4000 or at <u>www.eeoc.gov</u>.

NEW JERSEY LAW 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 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 seg., 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. dies 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 th

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

terms, conditions or privileges of employment because of the individual's sex.

New Jersey and federal laws prohibit employers from discriminating against an individual with respect to his/her pay, compensation, benefits, or

penefits, job training, classification, referral, and other aspects of employment by Federal If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 contractors. Disability discrimination includes not making reasonable accommodation to access telecommunications relay services. OFCCP may also be contacted to the known physical or mental limitations of an otherwise qualified individual with by submitting a question online to OFCP's Help Desk at a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and office, listed in most telephone directories under U.S. Government, Department of

U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free

abor and on OECCP's "Contact Us" webpage at

Este aviso se debe exponer a la vista de todos. Una vez por año, los empleadores deben de distribuir un aviso de esta ley a sus empleados necesita este documento en algún otro idioma que no sea inglés o español, sírvase llamar al (609) 292-7832.

AD-270.1 (10/19)

PR-2 (4/19)

WD

NJ CIVIL RIGHTS

NJ CIVIL RIGHTS

NJ-0125-F04

@CivilRightsNJ #CivilRightsNJ #StopThe Hat

@CivilRightsNJ #CivilRightsNJ #StopThe Hat

DOL 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 against the employee's entitlement under each respective law. g the immediately preceding 12-month period. Further, the employee must have Notice and Documentation of NJ SAFE Act Leave Employees eligible to take leave worked for an employer in the State that employs 25 or more employees. under the NJ SAFE Act must, if the necessity for the leave is foreseeable, provide the Covered Reasons for NJ SAFE Act Leave NJ SAFE Act leave may be taken for the purpose employer with written notice of the need for the leave, unless an emergency or other of engaging in any of the following activities by (1) an employee who is a victim of unforeseen circumstance precludes prior notice. The employee must provide the domestic violence or a sexually violent offense, or (2) an employee whose parent-in-law, employer with written notice as far in advance as reasonable and practicable under the sibling, grandparent, grandchild, child, parent, spouse, domestic partner, or civil union circumstances. The employer has the right to require the employee to provide the partner, or any other individual related by blood to the employee, or any other individual employer with documentation of the domestic violence or sexually violent offense that is that the employee shows to have a close association with the employee which is the the basis for the leave. The employer must retain any documentation provided to it in this equivalent of a family relationship, is a victim of domestic violence or a sexually violent 🛛 manner in the strictest confidentiality, unless the disclosure is voluntarily authorized in 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 employee from discharging, harassing or otherwise discriminating or retaliating or ning, temporarily or permanently relocating, or taking other actions to threatening to discharge, harass or otherwise discriminate against an employee with increase the safety from future domestic violence or sexual violence or to ensure the respect to the compensation, terms, conditions or privileges of employment on the basis economic security (5) Seeking legal assistance or remedies to ensure health and safety (6) that the employee took or requested any leave that the employee was entitled to under Attending, participating in or preparing for a criminal or civil court proceeding relating to 🛛 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 myworkrights.gov. an incident of domestic or sexual violence. Seeking a Remedy Under the NJ SAFE Act To obtain relief for a violation of the NJ SAFE 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 nav be taken intermittently. Need Additional Support? You and your loved one deserve help coping with and NJ SAFE Act and Other Leave Laws Unpaid leave under the SAFE Act shall run finding safety from domestic or sexual violence. For additional support, contact: concurrently with any paid vacation leave, personal leave, or medical or sick leave, or any New Jersey Coalition Against Sexual Assault Hotline 1-800-601-7200 mily temporary disability leave benefits, that the employee elects to use during any part New Jersey Domestic Violence Hotline 1-800-572-SAFE (7233) of the 20-day period of unpaid leave. If the employee requests leave for a reason covered Women's Referral Central 1-800-322-8092 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 New Jersey Department of Labor and Workforce Development AD-289 (4/22)

THE NEW JERSEY SAFE ACT This Notice Must Be Posted in a Conspicuous Place

inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees

lity Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified ndividuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe

t qualified individuals with disabilities at all lovels of o

employer may request certification from a health care provider to verify medical

eave and may request certification of a qualifying exigency. The FMLA does not affect

or collective bargaining agreement that provides greater family or medical leave rights

Continue your group health plan coverage while you are on leave on the same basis

Allow you to return to the same job, or a virtually identical job with the same pay

benefits and other working conditions, including shift and location, at the end of

exercising your rights under the law. For example, your employer cannot retaliate

against you for requesting FMLA leave or cooperating with a WHD investigation. After

ecoming aware that your need for leave is for a reason that may qualify under the

FMLA, your **employer <u>must</u> confirm whether you are eligible** or not eligible for FMLA

leave. If your employer determines that you are eligible, your employer must notify

ional employees are also covered by the law but are subject to the jurisdiction

tate wage discrimination law a differential in pay between employees based on a reasonable factor or factors other than sex shall not constitute discrimination. There are
trict 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.
or 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.
ND-290 (1/14) This notice must be conspicuously displayed.

This notice must be conspicuously displayed.

Derecho a estar exento de desigualdad o discriminación de género con respecto al pago, la remuneración, los beneficios o cualquier otro término o condición de emple

WL Las leyes de New Jersey y federales prohíben a los empleadores discriminar contra cualquier persona con respecto a su pago, remuneración, beneficios o cualquier tro término, condición o privilegio de empleo debido a su género.

LEYES FEDERALES El Título VII de la Ley de Derechos Civiles de 1964 prohíbe la discriminación laboral debido al género de la persona, entre otras cosas. Las reclamaciones acordes al Título /II deben ser presentadas ante la Comísión de Igualdad de Oportunidades en el Empleo de los Estados Unidos (EEOC, por sus siglas en inglés) antes de que puedan ser presentadas ante un tribunal. Entre los recursos legales conforme al Título VII están: una orden que prohíba los actos ilícitos de discriminación, que se pague remuneración con carácter retroactivo, y que se pague por daños compensatorios y punitivos. La Ley de Igualdad Salarial de 1963 (EPA, por sus siglas en inglés) prohíbe la discriminación con respecto a la remuneración basado en el génerc le la persona. Las reclamaciones acordes a EPA se pueden presentar ya sea ante la EEOC o directamente antes los tribunales. Entre los recursos legales conforme a EPA están: la retribución de las sumas de salarios o sueldos que el empleador deba, además de una suma adicional equivalente por daños y perjuicios liquidados. Se le ruega tener en cuenta que para que una reclamación por desigualdad de remuneración basado en el género proceda conforme a la EPA, tiene que ser por el mismo tipo de trabajo en empleos en los que su rendimiento exija las nismas destrezas, el mismo esfuerzo y las mismas responsabilidades, las cuales se realizan en las mismas condiciones de trabajo. Existen estrictos límites en cuanto al plazo de tiempo del gue se dispone para presentar reclamaciones por discriminación laboral. Para mayor información, comuníguese con la EEOC, llamando al 800-669-4000 o en www.eeoc.gov.

LEYES DE NEW JERSEY La Ley contra la Discriminación en New Jersey (LAD, por sus siglas en inglés) prohíbe la discriminación laboral debido al género de la persona, entre otras cosas. Las reclamaciones conforme a LAD se pueden presentar a la División de Derechos Civiles de New Jersey (NJDCR, por sus siglas en inglés) o directamente ante los tribunales. Entre los recursos legales conforme a LAD están: una orden que prohíba los actos ilícitos de discriminación, que se pague remuneración con carácter retroactivo, y que se pague por daños compensatorios y punitivos. Otra ley estatal, N.J.S.A. 34:11-56.1 y siguientes, también prohíbe la discriminación respecto a la tasa salarial o el método de pago de salarios al empleado ebido a su género. Las reclamaciones conforme a esta ley contra la discriminación con respecto a los salarios se pueden presentar ante el Departamento de Trabajo y Desarrollo de la Fuerza Laboral de New Jersey (NJDLWD, por sus siglas en inglés) o directamente antes los tribunales. Entre los recursos legales conforme a esta ley están: la retribución de las sumas de salarios o sueldos que le dében, además de una suma adicional equivalente por daños y perjuicios liquidados. Se le ruega tenga en cuenta que conforme a la ley estatal contra a discriminación con respecto a los salarios, no se considera discriminación el hecho de que exista un diferencial salarial entre los empleados basado en otros factóres razonables que no sean el género de la persona. Existen estrictos límites en cuanto al plazo de tiempo del que se dispone para presentar reclamaciones por discriminación laboral. Para mayor información relacionada con las reclamaciones conforme a LAD, comuníquese con NJDCR, llamando al 609-292-4605 o en www.njcivilrights.gov. Para obtener información acerca de N.J.S.A. 34:11-56.1 y siguientes, comuníquese con la División de Cumplimiento de Horarios y Salarios (DWHC), del NJDLWD, llamando al 609-292-2305 o en http://lwd.state.nj.us. Este aviso se debe exponer a la vista de todos. AD-290S (1/14)

UNEMPLOYMENT COMPENSATION

New Jersey Department of Labor and Workforce Developmer

Your employer is subject to the New Jersey Unemployment & Temporary Disability Benefits Laws nemployment Insurance - Benefits are payable to workers who lose their jobs or who — Form DS-1) online at myleavebenefits.ni.gov. Applying online is faster. Submit the 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 Disability Insurance, PO Box 387. Trenton, New Jersey 08625-0387. For more information, laim for unemployment insurance benefits as soon as possible. The easiest, quickest way visit myleavebenefits.nj.gov or call 609-292-7060. 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 of providing coverage to their employees through an approved private plan instead of the you were a maritime employee in the last 18 months or live outside of the United States, state plan. If you are covered under a private plan, your employer's insurance carrier is you must file your claim over the phone. Be prepared to have information about yourself, responsible for processing and paying benefits on your disability claim. If you become your employer and your work history available when filing your claim.

Cumberland Call Center.....856-507-2340 Freehold Call Center.....732-761-2020

Disability Insurance - Benefits are payable to New Jersey workers who suffer a non-workrelated illness, injury, or other medical condition that prevents them from working. mporary 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

Private Disability Insurance Plan ("private plan") - New Jersey employers have the option 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 or your pay envelope, paycheck, or on some other form of notice. The amount of wages that are axable changes from year to year. 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 noncontributory, no contributions can be deducted from workers' wages for disability insurance.

LWD

DOI

MW-565 (12/21)

Your employer's contributions are based in part on their employment experience. PR-1 (6/19

state insurance plan, you may apply for disability benefits (or download a paper application **Display this poster in a conspicuous place** 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 equest to individuals with disabilities

NEW JERSEY EARNED SICK LEAVE

New Jersey Department of Labor and Work force 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 the law. New employees must receive this written notice from their employer when they begin employment, and existing employees must receive it by lovember 29, 2018. Employers must also post this notice in a conspicuous and accessible place at all work sites, and provide copies to employees upon request. YOU HAVE A RIGHT TO EARNED SICK LEAVE.

nount of Earned Sick Leave 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

Rate of Accrual 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 • You or a family member have been the victim of domestic violence or sexual violence and need time for treatment, mental or physical illness, injury, or health condition; or counseling, or to prepare for legal proceedings.

· You need to attend school-related conferences, meetings, or events regarding your child's education; or to you need preventive medical care You need to care for a family member during attend a school-related meeting regarding your child's health. diagnosis, care, treatment, or recovery for a mental • Your employer's business closes due to a public health emergency or you need to care for a child whose school

or physical illness, injury, or health condition; or your or child care provider closed due to a public health emergency amily member needs preventive medical care.

Family Members The law recognizes the following individuals as "family members:"

runny members me law recognizes the following marvadals as farmy members.									
Child (biological, adopted, or foster child; stepchild; legal	 Domestic partner or civil union partner 	 Sibling of an employee's spouse, domestic partner, or 							
ward; child of a domestic partner or civil union partner)	Parent	civil union partner							
Grandchild	Grandparent	 Any other individual related by blood to the employee 							
Sibling	• Spouse, domestic partner, or civil union partner of an	Any individual whose close association with the							
Spouse	employee's parent or grandparent	employee is the equivalent of family							
•									

Advance Notice If your need for earned sick leave is foreseeable (can be planned in advance), your employer 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 require you to give notice as soon as it is practical. ocumentation 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 leave.

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

ou Have a Right to be Free from Retaliation for Using Earned Sick Leave Your employer cannot retaliate against you for:

 Requesting and 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

includina the executive level. https://www.dol.gov/agencies/ofccp/contact.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

ace, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, amended, prohibits employment discrimination on the basis of disability in any prohibits discrimination on the basis of race, color or national origin in programs or program or activity which receives Federal financial assistance. Discrimination i ctivities receiving Federal financial assistance. Employment discrimination is covered by prohibited in all aspects of employment against persons with disabilities who, with o Fitle VI if the primary objective of the financial assistance is provision of employment, without reasonable accommodation, can perform the essential functions of the job. If or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits receives Federal financial assistance, you should immediately contact the Federal employment discrimination on the basis of sex in educational programs or activities agency providing such assistance. which receive Federal financial assistance. (Revised 6/27/2023

FMLA - EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act

employer must:

your leave.

as if you had not taken leave, and

Vhat is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that • If advance notice is not possible, give notice as soon as possible provides eligible employees with **job-protected leave** for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) to your employer so they can determine whether the leave qualifies for FMLA

enforces the FMLA for most employees. Eligible employees can take **up to 12** protection. You <u>must also inform your employer if FMLA leave was previously</u> **workweeks** of FMLA leave in a 12-month period for:

The birth, adoption or foster placement of a child with you, our serious mental or physical health condition that makes you unable to work

To care for your spouse, child or parent with a serious mental or physical health any federal or state law prohibiting discrimination or supersede any state or local law

Certain qualifying reasons related to the foreign deployment of your spouse, child or - State employees may be subject to certain limitations in pursuit of direct lawsuits parent who is a military servicemember.

regarding leave for their own serious health conditions. Most federal and certain in eligible employee who is the spouse, child, parent or next of kin of a covered nember with a serious injury or illness may take up to 26 workweeks of FMLA of the U.S. Office of Personnel Management or Congress. eave in a single 12-month period to care for the servicemember. You have the right to What does my employer need to do? If you are eligible for FMLA leave, your

use FMLA leave in **one block of time.** When it is medically necessary or otherwise ermitted, you may take FMI A leave intermittently in separate blocks of time, or on • Allow you to take job-protected time off work for a qualifying reason. reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) or more information. FMLA leave is **not paid leave,** but you may choose, or be paid leave policy covers the reason for which you need FMLA leave.

ible to take FMLA leave? You are an eligible employee if <u>all</u> of the following Your **employer cannot interfere with your FMLA rights** or threaten or punish you fo ou work for a covered employer

You have worked for your employer at least 12 months,

You have at least 1,250 hours of service for your employer during the 12 months before your leave, and r employer has at least 50 employees within 75 miles of your work location.

Airline flight crew employees have different "hours of service" requirements. You work for a **covered employer** if **one** of the following applies: • About your FMLA rights and responsibilities, and or a **covered employer** if <u>one</u> of the following applies

You work for a private employer that had at least 50 employees during at least 20 vorkweeks in the current or previous calendar year, You work for an elementary or public or private secondary school, or

work for a public agency, such as a local, state or federal governi

Office of Personnel Management. w do I request FMLA leave? Generally, to request FMLA leave you must

NO SMOKING NOTICE

NO SMOKING

VIOLATORS ARE SUBJECT TO FINE.

New Jersey Smoke-Free Air Act N.J.S.A. 26:3D-55

Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave, or

SCAN ME Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more. If you believe your rights under Most federal employees are covered by Title II of the FMLA, administered by the 🛛 the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the OR code to learn about our WHD complaint process.

How much of your requested leave, if any, will be FMLA-protected

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR WH1420 REV 04/23

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

For information, please contact The Office of Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

PAYMENT OF WAGES 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 products or employer loans in accordance with the payment schedule contained in Month. Executive and supervisory employees, however, may be paid at least once a the original purchase or loan agreement • safety equipment • U.S. government bonds calendar month. Payment must be made on regular paydays designated in advance. • costs and fees to replace employee identification for access to sterile or secured areas When a payday falls on a non-work day, payment must be made on the immediately of airports • contributions for organized and recognized charities • rental of work preceding work day, unless a collective bargaining agreement states otherwise. Pay clothing or uniforms or for laundering or dry cleaning of work clothing or uniforms.

made on a regular payday. If payment is by check, arrangements must be made to All Employers Must: •Notify employees when they are hired the rate of pay and the allow employees to cash 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 keep records for employees, including wages and hours, and make such records mployment 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.

Payment may be made through regular pay channels or by mail if requested by the employee.

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 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 payments authorized by employees either in writing or under a collective pargaining agreement for:

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 • company-operated thrift plans • security option or security purchase plans to buy marketable securities • employee personal savings labor laws without regard to a worker's legal status. The Division does not investigate or accounts such as a credit union, savings fund society, savings and loan or building and inquire into the legal status of any worker. The Division does not share information with

periods must not end more than 10 working days before payday, when payment is labor union dues and fees • health club membership fees • child care services. 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 available for inspection. • 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 other contributions and assessments. 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 by New Jersey or United States Law or payments to correct payroll errors. Contributions 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

uccessor firm notice and an opportunity for a hearing in accordance with the "Administrative Procedure Act," P.L.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 success or firm, for a period of time determined by the Commissioner. Note: The Division of Wage and Hour Compliance applies New Jersey's "Immigration."

loan association Christmas, vacation or other savings funds • purchase of company

NEW JERSEY FAMILY MEDICAL LEAVE INSURANCE

New Jersey Department of Labor and Workforce Development

Your employer is subject to the Family Leave Insurance provisions of the New Jersey Temporary Disability Benefits Law

New Jersey Jaw provides up to 6 weeks of family leave insurance benefits. Beginning State Family Leave Insurance Plan ("state plan") You can get program information 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 by family leave insurance can apply for benefits to: Trenton, NJ 08625-0387

- bond with a child within 12 months of the child's birth or placement by adoption or foster New mothers who receive temporary disability benefits through the state plan for their care. The applicant, or the applicant's spouse or domestic or civil unión partner, must be 💿 pregnancy will get instructions on how to file for family leave benefits after the child is born.
- Private Family Leave Insurance Plan ("private plan") An employer may provide family leave insurance through a private insurance carrier, if this Division approves the plan. If the child's biological, adoptive or foster parent, unless a surrogate carried the child. care for a family member with a serious health condition. Supporting documentation
- rom a health care provider is mandatory your employer has an approved private plan, your employer must provide information care for a victim of domestic violence or a sexually violent offence or for a victim's about coverage and provide the forms to apply for benefits.

family member. Who pays for Family Leave Insurance? Payroll contributions from employees finance this "Family member" means a child, parent, parent-in-law, sibling, grandparent, grandchild, program. Family leave insurance coverage under the state plan will require contributions spouse, domestic partner, civil union partner, and any other person related by blood to to be deducted from employee wages. The deductions must be noted on the employee's

the employee or with whom the employee has a close association that is the equivalent bay envelope, paycheck, or on some other form of notice. In 2018, the taxable wage base of a family relationship for family leave insurance benefits is the same as the taxable wage base for unemploymen "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 this definition.

for additional leave under the federal Family and Medical Leave Act. attorney's fees, and more.

The law means people cannot be treated differently, harassed, or otherwise

discriminated against in a place of public accommodation based on their membership

1-833-NJDCR4U | NJCivilRights.gov

711 (Relay Service) #CivilRightsNJ

ernment entity, regardless of size;

status • Sex • Sexual orientation

in a protected class

Note that the NJ Family Leave Act does not provide leave for the

employee's own health condition. Certain employees may be eligible

711 (Relay Service) #CivilRightsNJ

1-833-NJDCR4U | NJCivilRights.gov

and temporary disability insurance. Display this poster in a conspicuous place

forced by: NI Department of Labor and Workforce Development Division of Temporary Disability Insurance, PO Rox 387, Trenton, NI 08625-0387, This and other required employed osters 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 Workforce Development is an equal opportunity employer with equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabi

THE NEW JERSEY FAMILY LEAVE ACT

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 entitles 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

NEW JERSEY LAW PROHIBITS DISCRIMINATION IN PLACES OF PUBLIC ACCOMMODATION

The New Jersey Law Against Discrimination (LAD) prohibits discrimination and harassment in places of public accommodation

based on actual or perceived • Race or color • Religion or creed • Disability • Gender A place of public accommodation is generally any place that is open to the public,

identity or expression • Liability for military service • National origin, nationality, or including but not limited to: • School, colleges, and universities • Summer camps • hotel &

ancestry • Pregnancy or breastfeeding • Marital or domestic partnership or civil union motels • Medical providers, hospitals, doctor's offices, and pharmacies • Government offices

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

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

All places of public accommodation who are covered by the Law Against Discrimination shall display this official poster in places easily visible to all persons seeking or using the accommodations. N.J.A.C. 13:8-1.4.

NEW JERSEY LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT

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

Based on Actual or Perceived • Race or color • Religion or creed • Disability • Age • Sex The law applies to all employers (including labor unions, apprenticeship and training

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.

- ► The LEAVE is being taken to: Employers generally must provide NJFLA leave if
- Care for or bond with a child within 1 year of the child's birth or replacement for adoption or foster care; ▶ The EMPLOYER has at least 30 employees worldwide OR is a Care for a family member, or someone who is the equivalent of family, who has a serious health condition, or who has been isolated or quarantined because of suspected exposure to a communicable disease (including The EMPLOYEE has worked for that employer for at least 1 year, COVID-19) during a state of emergency; or AND has worked at least 1,000 hours in the past 12 months; and

due to an epidemic of a communicable disease (including COVID-19) or other public health emergency.

To get more information or file a complaint,

contact the **Division on Civil Rights**

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

Remedies may include money damages, an order to stop violating the Act, adoption of new policies and procedures,

and agencies, including police departments • Stores and businesses, including restaurants

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

adoption of new policies and procedures, attorney's fees, and more.

Filing a complaint for alleged violations of the law 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 exercise any right guaranteed under the law.

fou Have a Right to File a Complaint You can file a complaint with the New Jersey Department of Labor and Workforce Development online at nj.gov/labor/wagehour/complnt/ filing_wage_claim.html or by calling 609-292-2305 between the hours of 8:30 a.m. and 4:30 p.m., Monday through Friday Keep a copy of this notice and all documents that show your amount of sick leave accrual and usage. 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 Development: nj.gov/labor.

Enforced by: NJ Department of Labor and Workforce Development Division of Wage and Hour Compliance, PO Box 389, Trenton, NJ 08625-0389 • 609-292-2305 • 609-777-3200. 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

orced by: Division of Wage and Hour Compliance NJ Department of Labor and Workforce Development PO Box 389, Trenton, NJ 08625-0389 • 609-292-230 This and other required employer posters are available free online at nj.gov/labor. MW-17 (4/22)

> WORKERS' COMPENSATION ATTENTION NEW JERSEY EMPLOYERS NOTICE REGARDING WORKERS' COMPENSATION

New Jersey employers are responsible for obtaining their Workers' Compensation Posting Notice as required by law. This notice can be obtained from your Workers' Compensation Insurance Carrier.

New Jersey's Workers' Compensation Law states that, "every employer who has complied with the provisions of the Workers' Compensation Law shall post and maintain in a conspicuous place or places in and about his place of business, typewritten or printed notices in such form as the commissioner of banking and insurance may prescribe stating that he has secured the payment of compensation to his employees and their dependents in accordance with the provisions of the Workers' Compensation Law and shall name th company or companies insuring his liability, or shall state that the employer as qualified before the commissioner of banking and insurance for the carrying of his own liability."

military service • Sexual orientati National programs and employment agencies) and in all aspects of employment, including bi origin, nationality, or ancestry • Pregnancy or breastfeeding • Marital or domestic **not limited to:**•Recruitment and job posting •Interviews and hiring decisions • Promotion partnership or civil union status • Atypical cellular or blood trait, genetic information or transfer • Termination or demotion • Compensation, including salary and benefits • All including the refusal to submit to genetic testing terms, conditions, or privileges of employment • Membership in a union The law means people cannot be treated differently, harassed, or otherwise Remedies may include money damages, an order to stop discrimination or harassment, discriminated against at work based on their membership in a protected class adoption of new policies and procedures, attorney's fees, and more. If you believe you have experienced discrimination, contact the **Division on Civil Rights** 1-833-NJDCR4U | NJCivilRights.gov NJ CIVIL RIGHTS 711 (Relay Service) | #CivilRightsNJ CivilRightsNJ #CivilRightsNJ #StopThe Hate 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.