

REPORTING & RECORDKEEPING REQUIREMENTS NOTICE

New Jersey Department of Labor and Workforce Development

Chapter 149:27, New Jersey, 2009, Relating to Reporting and Recordkeeping Requirements... Chapter 149:27, New Jersey, 2009, Relating to Reporting and Recordkeeping Requirements...

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FEDERAL MINIMUM WAGE

FEDERAL MINIMUM WAGE \$7.25

beginning July 24, 2009

The law requires employers to display this poster... The law requires employers to display this poster...

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OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

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Occupational Safety and Health Administration

All workers have the right to: A safe workplace.

Raise a safety or health concern with your employer or OSHA, or report a work-related 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.

This poster is available free from OSHA.

Contact OSHA. We can help.

1-800-321-OSHA (6742) TTY 1-877-889-5627 www.osha.gov

NEW JERSEY MINIMUM WAGE

Wage and Hour Law Abstract | N.J.S.A. 34:11-56a et seq.

This Notice Must Be Posted in a Conspicuous Place

Statutory Minimum Wage Rates are to be paid not less than the New Jersey minimum wage in accordance with the following table:

Table with columns: Date, Most Employers, Seasonal & Agricultural Workers, Cash Wage Workers, Long-Term Care Staff. Rows show rates for 11-20-2021, 11-20-2022, 11-1-2023, 11-20-2024.

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 provided by wage order.

Enforced By: Wage & Hour Division and Contract Compliance New Jersey Department of Labor & Workforce Development - PO Box 389 - Trenton, NJ, New Jersey 08625-0389

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most employers from using lie detector tests either for pre-employment screening or during employment.

Since you last filed Form W-4 with your employer, you may need to check your withholding.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service.

REEMPLOYMENT RIGHTS You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service.

EOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal. The EEOC enforces laws that prohibit employment discrimination.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

PROTECTOR VETERANS RIGHTS The Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) prohibits employment discrimination against veterans.

FMLA - EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that allows eligible employees to take unpaid, job-protected leave.

NO SMOKING NOTICE ANTI-DISCRIMINATION NOTICE VIOLATIONS ARE SUBJECT TO FINE New Jersey Smoke-Free Air Act N.J.S.A. 26:2D-5

WHISTLEBLOWER PROTECTION ACT

CONSCIENTIOUS EMPLOYEE PROTECTION ACT - WHISTLEBLOWER ACT

Employee retaliatory action: protected employee actions: employee responsibilities.

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).

THE NEW JERSEY SAFE ACT NEW JERSEY SAFE ACT N.J.S.A. 34:11C-1 et seq.

Eligible Employees To be eligible, the employee must have worked at least 1,000 hours in the 12-month period immediately preceding the date of the alleged violation.

NEW JERSEY FAMILY MEDICAL LEAVE INSURANCE New Jersey Department of Labor and Workforce Development

NEW JERSEY FAMILY LEAVE ACT 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.

NEW JERSEY EARNED SICK LEAVE New Jersey Department of Labor and Workforce Development

NEW JERSEY EARNED SICK LEAVE Notice of Employee Rights Under the New Jersey Earned Sick Leave Law

NEW JERSEY FAMILY MEDICAL LEAVE INSURANCE New Jersey Department of Labor and Workforce Development