NEW JERSEY & FEDERAL LABOR LAW POSTER

Job Safety and Health

IT'S THE LAW!

Employers must:

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, **Renefit 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 thé following information

3. The birth date of the employee if the employee

4. The total hours worked by the employee each day and

The name of the employee;

under the age of 18;

2. The address of the employee

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 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 8. Regarding each employee for whom the employe claims credit for food or lodging as a cash substitute for the employee who receives food or lodging supplied y the employer, information substantiating the cos of furnishing such food or lodgings, including but not limited to the nature and amount of any expenditures 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 nployment 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 <u>only under</u> 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:

2. Address 3. Social security number

seg.) and

amily Leave Ins

Law or Prevailing Wage Act:

E-mail: waqehour@dol.nj.gov

MW-400 (3/18)

Phone: 609-292-2305

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; 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

rance 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; 2. Total remuneration paid in each pay period showing separately cash, including commissions and bonuses; the cash value of all compensation in any medium other than cash; gratuities received regularly in the course of loyment if reported by the employee, or if not so applicable laws of this State or of the United States, or the amount of remuneration actually received by the employee, whichever is higher, and service charges in lieu of gratuities and tips; were payable

REPORTING & RECORDKEEPING REQUIREMENTS NOTICE New Jersey Department of Labor and Workforce Development The date separated from employment and the reason for separation; 6. Such information as may be necessary to determine emuneration on a calendar week basis; and 7. The number of base weeks (as the term "base week" is

All records referred to in 1. through 7. above must be

kept safe and readily accessible at the New Jersey place

of business of the employing unit. All records referred to in 1. through 7. above must be retained for the current

calendar year and for the four preceding calendar years.

defined in N.J.S.A. 43:21-19(t)) and wages.

Once an employer becomes inactive, the employer must keep all records referred to in 1. through 7. above for the sequent six quarters. Wage reporting: Each employer (other than employers of nestic service workers) must electronically file a WR-0, "Employer Report of Wages Paid," with the Division of Revenue, within the Department of the Treasury, within 30 days after the end of each quarter. The WR-30 lists the name, social security number and wages paid to each employee and the number of base weeks worked by the 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 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 venue, within the Department of the Treasury. Contribution reporting: Each employer (other than nployers of domestic service workers) must electronically ile an NJ--927, "Employer's Quarterly Report," with the Division of Revenue, within the Department of the Treasury, and remit the corresponding unemployment insurance, supplemental workforce fund, workforce development

partnership fund, temporary disability insurance and family leave insurance contribution payments, within 30 days after the end of each quarter. The NJ-927 lists the total of all wages paid, the wages paid in excess of the taxable maximum, the taxable wages on which contributions are due, the number of workers employed during the pay period, the number of workers insured under a "private plan" for temporary disability insurance and the number workers insured under a "private plan" for family leave nsurance. Each employer of domestic service workers (as the term "domestic service worker" is defined in N.J.A.C. 12:16-13.11(c)) must file an annual, rather than guarterly, NJ-927H, "Domestic Employer's Annual Report," with the Insurance information: Each employer must retain all disease, every insurance carrier, third-party administrator, statutory non-insured employer, including the State, plan for temporary disability insurance and/or family leave counties, municipalities and school districts, and duly surance benefits and must make such records available urance for a one-year period from the date that the rivate plan is terminated. Each employer having a private plan for temporary disability insurance and/or family eave insurance must, within 10 days after the Division of emporary Disability Insurance has mailed the employer

disability, 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 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 covered under each such private plan. Each employer who designate a contact person who is responsible for provides temporary disability insurance to its employees through a self-insured private plan must, for the six-month periods ending June 30 and December 31 of each calendar year during which the self-insured private plan is in effect, file a statement with the Division of Temporary Disability Insurance, on or before the 30th day following the end of respective six-month period showing 1. The number of claims received during the six-month The number of claims accepted during the six-month The amount of benefits paid during the six-month

Such other information as the Division of Temporary Disability Insurance may require with respect to the inancial ability of the self-insurer to meet the selfinsured's obligations under the plan. On or before the 30th day following the close of each alendar year during which a self-insured private plan for temporary disability insurance is in effect, the employer must file a report with the Division of Temporary Disability 1. The amount of funds available at the beginning of that year for payment of disability benefits, . The amount contributed by workers during that year, 3. The amount contributed by the employer during that . The amount of disability benefits paid during that ye 5. Direct cost of administration of the plan during that

period, and

year, and 6. The number of employees covered by the plan as of December 31 collected by the employer and distributed to workers
Each employer who provides family leave insurance to its employees through a self-insured private plan must for 3. An entry under the heading "special payments" of the $\,$ the one-year period ending December 31 of each calendar amount of any special payments, such as bonuses and year during which a self-insured private plan is in effect gifts, which have been paid during the pay period file a statement with the Division of Temporary Disability It which relate to employment in a prior period. The Insurance, on or before the 30th day following the end of following shall be shown separately under this heading: the one- year period showing the following information cash payments, cash value of other remuneration, the with regard to each of the following types of claims: care nature of such payments, the period during which the of a sick child, care of a sick spouse, care of a sick domestic services were performed for which special payments partner, care of a sick civil union partner, care of a sick parent, bonding by biological parent with a newborn 4. The date hired, rehired and returned to work after child, bonding by domestic partner or civil union partner

of biological parent with a newborn child, bonding by individual with newly adopted child: 1. The number of claims for family leave insurance benefits received during the one-year period, 2. The number of claims for family leave insurance benefits accepted during the one-year period, 3. The number of workers who received family leav insurance benefits during the one-year period The amount of family leave insurance benefits paid 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 ring the one-year period . With regard solely to family leave insurance benefi claims to care for sick family members, the amount intermittent family leave insurance benefits paid during the one-year period, and . The average duration of family leave insurance benefits

in days, during the one-year period. The information reported in 1, through 8, above mus at 25 years and under and increasing in increments of calendar year during which a self-insured private plan for year for payment of family leave insurance benefits,

mily leave insurance is in effect, the employer must file a report with the Division of Temporary Disability Insurance 1. The amount of funds available at the beginning of tha The amount contributed by workers during that year, The direct cost of administration of the plan during The number of employees covered by the plan as o . Such other information as the Division of Temporary Disability Insurance may require with respect to the

limousine drivers

Display this poster in a conspicuous place

financial ability of the self-insurer to meet the self insured's obligation under the plan. orkers' Compensation Law (N.J.S.A. 34:15-1 et seq.) Upon the happening of an accident or the occurrence o any occupational disease, an employer who has insurance coverage or utilizes a third-party administrator shall promptly furnish the insurance carrier or the third-party administrator with accident or occupational disease vision of Revenue, within the Department of the Treasury. information. Within three weeks after an accident or mporary Disability Insurance and Family Leave upon knowledge of the occurrence of an occupational authorized self-insured employer not utilizing a thirdr inspection by the Division of Temporary Disability party administrator must file a report designated as "first notice of accident" in electronic data interchange media with the Division of Workers' Compensation through the Compensation Rating and Inspection Bureau in a format prescribed by the Compensation Rating and Inspection 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 employer electronically with the Division through the Compensation workers' compensation self-insured employer shall responding to issues concerning medical and temporary disability benefits where no claim petition has been filed or where a claim petition has not been answered. The full name, telephone number, mailing address, email address and fax number of the contact person must be submitted to the Division of Workers' Compensation utilizing the Division's contact person form in the manner instructed on the form. Each employer, when directed to do so by the Division of Workers' Compensation, must submit to the Division of Workers' Compensation copies of such medica

> certificates and reports as it may have on file. ross Income Tax Act (N.J.S.A. 54A:1-1 et seq.) mployer's Quarterly Report: The Employer's Quarterly Report, NJ-927, reports New Jersey Gross Income Tax unemployment insurance, supplementa vorkforce fund, workforce development partnership fund, family leave insurance and temporary disability insurance wage and withholding information. Each employer equired 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 quarter. Employers of "domestic service workers" may report and pay New Jersey Gross ncome Tax withheld on an annual, rather than quarterly basis on an NJ-927H. Records to be kept: Every employer is required to keep al representatives of the New Jersey Division of Taxation Such records must include the following

4. Their social security numbers; Their withholding exemption certificates; 6. The employer's New Jersey Taxpayer Identification Number: 7. Record of weekly, monthly, quarterly remittances and/ or returns and annual returns filed; 3. The dates and amounts of payments made; and 9. Days worked inside and outside of New Jersey for all nonresident employees.

The names, addresses and occupations of employees

to New Jersey Gross Income Tax:

The periods of their employment

Contact Information If an employee or an employee's authorized representative wishes to contact a State representative in order to provide information to or file a complaint with the representative regarding an employer's possible failure to meet any of the requirements set forth above, he or she may use the following contact information: For possible failure to meet the record keeping or reporting | For possible failure to meet the record keeping or reporting | For possible failure to meet the record keeping or reporting | For possible failure to meet the record keeping or reporting | requirements of the Wage Payment Law, Wage and Hour requirements of the Unemployment Compensation Law, Law or Prevailing Wage Act:

requirements of the Unemployment Compensation Law, keeping or reporting requirements of the Workers' Compensation Law: the Gross Income Tax Act: Phone: 609-292-6400 hone: 609-292-2515 Phone: 609-292-2810 E-mail: dwc@dol.ni.gov E-mail: ni.taxation@treas.state.ni.u Mail: New Jersey Department of Labor and Workforce E-mail: emplaccts@dol.nj.gov Mail: New Jersey Department of Labor | Mail: New Jersey Department velopment Division of Wage and Hour Compliance Mail: New Jersey Department of Labor and Workforce and Workforce Development Division of the Treasury Division of Taxation P.O. Box 389. Trenton, NJ 08625-0389 Development Division of Employer Accounts PO Box 381 Trenton NL08625-0381 P.O. Box 947, Trenton, NJ 08625-0947 P.O. Box 281, Trenton, NJ 08625-0281 This notice must be conspicuously posted. Not later than December 7, 2011, each employee must also be provided a written copy of the notice or

for employees hired after November 7, 2011, a written copy of the notice must be provided at the time of the employee's hiring. See N.J.A.C. 12:2-1.3

surrounding your relationship with the employer under the ABC test.

employer who has misclassified employees including:

employees, the imposition of

A stop-work order

percent of the worker's gross earnings over the past 12 month

VHAT HAPPENS WHEN IT IS FOUND BY A STATE AGENCY OR COURT THAT AN

MPLOYER HAS MISCLASSIFIED AN EMPLOYEE AS AN INDEPENDENT CONTRACTOR?

has been illegally deprived of the statutory minimum wage or overtime premium pay in

violation of the State Wage and Hour law, or whose pay was subject to illegal 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

A penalty paid by the employer to the misclassified employee of not more than 5

A penalty of up to \$250 per misclassified employee for a first violation and up to \$1,000 per misclassified employee for each subsequent violation.

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

The suspension or revocation of any one or more licenses that are held by the

employer and that are necessary to operate the employer's business.

Additional penalties and fees payable to the Department and where wages are

AM I PROTECTED FROM RETALIATION BY MY EMPLOYER FOR REPORTING

• Employees are protected from retaliation by their employers for having made ar

inquiry or complaint to the employer, to the Commissioner of Labor or to an authorized

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 any

proceeding under or related to State wage, benefit or tax law, or because the employee

· Where such retaliation has occurred, the Department is authorized by law to issue an

administrative penalty against the employer; however, only the courts are authorized by

epresentative regarding any possible violation by the employer of any State wage,

employee equal to not more than 200 percent of the wages owed.

owed to the employee, an additional amount in **liquidated damages payable to the**

WORKER MISCLASSIFICATION NOTICE New Jersey Department of Labor and Workforce Developmer

for alternate methods of posting and distribution by electronic means.

NEW JERSEY LAW PROHIBITS WORKER MISCLASSIFICATION | NOTICE OF EMPLOYEE RIGHTS & EMPLOYER RESPONSIBILITIES WHAT IS MISCLASSIFICATION • Misclassification is the practice of an employer improperly classifying employees as • NJ DOL would review the agreement you signed but your employment relationship would not be determined by this agreement alone. Misclassification may illegally deprive workers of basic rights, protections, and benefits • New Jersey courts have ruled that to consider only the agreement, if one exists, and quaranteed to employees such as the right to be paid the **minimum wage**, the right not the totality of the facts surrounding your relationship with the presumed employer o overtime pay, time and mode of pay protections, the protection against illegal would be to "place form over substance," which the courts say is wrong. deductions from pay, unemployment compensation, temporary disability benefits, family leave insurance benefits, workers' compensation, family leave and earned sick In addition to the award of a remedy or remedies to make the misclassified employee or Often when workers are paid in cash "off the books", it may be a method to hide the State agency whole for the employer's violation of the underlying New Jersey wage, misclassification or other employment related legal obligations benefit or tax law (for example, the award of back pay to the misclassified employee who

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 Disability Benefits Law (including sections providing for Family Leave Insurance) and Earned Sick Leave Law, if you perform a service and are paid, you are presumed to be an employee, unless the employer can (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. Please go to www.myworkrights.nj.gov to learn about the factors considered for each of the three above tests

DO I HAVE TO PROVE THAT I AM AN EMPLOYEE? No. If you worked and were paid, you are presumed to be an employee. It is the employer's burden to show that all three parts of the ABC test are met. • If the employer can't meet its burden to establish all **three** parts of the ABC test, then MISCLASSIFICATION? you are deemed to be an employee, entitled to the rights, protections, and benefits of an mployee under the above-cited New Jersey laws.

If you believe you are misclassified, email misclass@nj.dol.gov DOES IT MATTER IF I RECEIVED AN IRS FORM 1099, AS OPPOSED TO IRS FORM W-2? • No. It does not matter which federal tax form the employer uses to report earnings. What matters are the facts surrounding your working relationship with the employer and the application of the ABC test to those facts. IF MY EMPLOYER HAD ME SIGN AN INDEPENDENT CONTRACTOR AGREEMENT BEFORE HIRING ME. DOES THAT MAKE ME AN INDEPENDENT CONTRACTOR? No. Your employment status is determined based on an analysis of all the facts

CALL: 609-292-2321

FAX: 609-292-7801

REPORTING MISCLASSIFICATION If you have been misclassified and would like to file a claim, you can do so here: https://waqehour.dol.state.nj.us/default.htm To seek further information: **EMAIL:** misclass@dol.nj.gov **WRITE:** Employer Accounts

law to order reinstatement and/or back pay.

DISPLAY THIS POSTER IN A CONSPICUOUS PLACE NJ.GOV/LABOR

MW-899 (5/20)

Subject - Misclassification NJ Department of Labor and Workforce Development 1 John Fitch Plaza P.O. Box 942, Trenton, NJ 08625-0942

· Whichever way you chose to reach out, multilingual staff will be able to assist you and translation assistance made available as needed

has testified or is about to testify in such a proceeding.

You can also visit www.myworkrights.nj.gov to learn more about misclassification **NEW JERSEY GENDER EQUITY NOTICE**

Right to be Free of Gender Inequity or Bias in Pay, Compensation, Benefits or Other Terms and Conditions of Employment New Jersey and federal laws prohibit employers from discriminating against an individual with respect to his/her pay, compensation, benefits, or

terms, conditions or privileges of employment because of the individual's sex. FEDERAL LAW 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. 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 of 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. edies 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 State 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 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.Š.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)

Derecho a estar exento de desigualdad o discriminación de género con respecto al pago, la remuneración, los beneficios o cualquier otro término o condición Las leyes de New Jersey y federales prohíben a los empleadores discriminar contra cualquier persona con respecto a su pago, remuneración, beneficios o cualquier

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 Comisión 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 que se dispone para presentar reclamaciones por discriminación laboral. Para mayor información, comuníquese 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. as 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 généro. 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 factores 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 Developmen

Your employer is subject to the New Jersey Unemployment & Temporary Disability Benefits Laws 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, claim 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

your employer and your work history available when filing your claim. Cumberland Call Center.....856-507-2340 Freehold Call Center....732-761-20201-888-795-6672 Union City Call Center......201-601-4100 Out of State..... 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. emporary 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

New Jersey State Disability Insurance Plan* ("state plan") - If you are covered under the

disability insurance plan or has a private insurance plan.

at an earlier date.

nemployment Insurance - Benefits are payable to workers who lose their jobs or who — Form DS-1) online at *myleavebenefits.nj.gov*. Applying online is faster. Submit the Private Disability Insurance Plan ("private plan") - New Jersey employers have the option 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 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. Your employer's contributions are based in part on their employment experience. 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

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: 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

<mark>Acceptable Reasons to Use Earned Sick Leave</mark> 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 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 family member needs preventive medical care.

amily Members The law recognizes the following individuals as "family 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 · Any other individual related by blood to the employee Grandchild Grandparent Sibling · Spouse, domestic partner, or civil union partner of an · Any individual whose close association with the

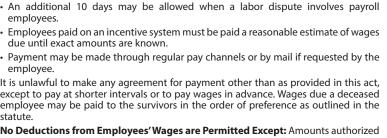
employee's parent or grandparent employee is the equivalent of family dvance Notice If your need for earned sick leave is foreseeable (can be planned in advance), your employer can require up to 7 days' advance notice of your intention to use earned sick leave. If your need for earned sick leave is unforeseeable (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: • Participating in an investigation regarding an alleged violation of the law, and Requesting and using earned sick leave Filing a complaint for alleged violations of the law Informing another person of that person's potential rights under 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 DO

Division of Wage and Hour Compliance, PO Box 389, Trenton, NJ 08625-0389 • 609-292-2305 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. 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



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

allow employees to cash the full check without difficulty.

mployment ended.

pargaining agreement for:

MW-565 (12/21)

due until exact amounts are known.

employees.

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. 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. 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 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 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 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 ar 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 r payments authorized by employees either in writing or under a collective any payment due to employees. The Commissioner may, after giving the employer of 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 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

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*.

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

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."

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 the

FEDERAL MINIMUM WAGE **OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT**

All workers have the right to:

Raise a safety or health concern with

related injury or illness, without being

Receive information and training on

job hazards, including all hazardous

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

Participate (or have your representative)

participate) in an OSHA inspection and

• File a complaint with OSHA within 30

days (by phone, online or by mail) if you

See any OSHA citations issued to your

Request copies of your medical records,

workplace, and the workplace injury and

Contact OSHA. We can help.

Employer retaliatory action; protected employee actions; employee responsibilities

Acciones de represalia del empleador; protección de las acciones del empleado

(2) es fraudulenta o delictiva; o

an incident of domestic or sexual violence.

NOMBRE

La ley de New Jersey prohíbe que los empleadores tomen medidas de represalia contra todo empleado que haga lo siguiente:

la salud y que tiene motivos fundados para pensar que se trata de una manera inadecuada de atención al paciente;

tests that measure hazards in the

have been retaliated against for using your

speak in private to the inspector.

substances in your workplace.

your employer or OSHA, or report a work-

A safe workplace.

retaliated against.

OSHA on your behalf.

rights.

employer.

illness log.

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

The law requires employers to display this poster bathroom, that is shielded from view and free from • Special provisions apply to workers in American Samoa where employees can readily see it.

OVERTIME PAY At least 1 ½ times your regular rate of pay

intrusion from coworkers and the public, which is the employee to express breast milk. intrusion from coworkers and the public, which may be the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employ HILD LABOR An employee must be at least 16 years old back wages and an equal amount in liquidated damages employers must comply with both o work in most non-farm jobs and at least 18 tó work in in instances of minimum wage, overtime, and othe pon-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. Employers 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 Heightened civil money penalties may be assessed for 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

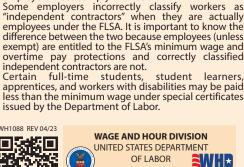
mployer's cash wage of at least \$2.13 per hour do not prohibits retaliating against or discharging workers who

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.



1-866-487-9243

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 minimum wage in accordance with the schedule below.						e New Jersey 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
Date	Most Employers	Seasonal & Small Employers (fewer than 6)	Agricultural Employers	Cash Wage for Tipped Workers	Long-Term Care Facility Direct Care Staff	persons; sales persons 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 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.
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 OVERTIME Overtime is payable at the rate of 1.5 times the employee's regular hourly rate or hours worked in excess of 40 in any week except where otherwise specifically provided by wage order. Exempt from the overtime entitlement are **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

VAGE ORDER AND REGULATIONS Employees in the occupations found below are covered b his wage order and regulations and must be paid not less than the statutory minimum wage rate Food service (restaurant industry) First processing of farm products Seasonal amusemen hese regulations are contained in N.J.A.C. 12:56-11.1 et seg.

employees. Penalties for violation of this order are set forth in N.J.S.A : Enforced by: Division of Wage and Hour Compliance, P.O. Box 389, Trenton, NJ 08625-0389 • 609-292 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

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT he Employee Polygraph Protection Act prohibits most private employers from ising lie detector tests either for pre-employment screening or during the course of employment. NS Employers are generally prohibited from requiring or requesting any ployee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for ing to take a test or for exercising other rights under the Act. **EXEMPTIONS** Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private ividuals engaged in national security-related activities. The Act permits polygraph a kind of lie detector) tests to be administered in the private sector, subject to estrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of

private firms who are reasonably suspected of involvement in a workplace incident

theft, embezzlement, etc.) that resulted in economic loss to the employer. The law

does not preempt any provision of any State or local law or any collective bargaining ement which is more restrictive with respect to lie detector tests. **EXAMINEE RIGHTS** Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results **ENFORCEMENT** The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT. 1-866-487-9243

fine of not less than \$100 nor more than \$1,000. As an alternative to or in

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

violation. The employer shall also pay the Commissioner an administrative fee

equal to not less than 10% or more than 25% of any payment due to

DOL

YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you last filed form W-4 with your employer did you...

divorce? Gain or lose a dep Were there major changes to... our nonwage income (interest, dividends, capital gains, etc.)? our family wage income (you or your spouse started or ended a job)? Your itemized If you can answer "YES".. o any of these questions or you owed extra tax when you filed your last return, you

may need to file a new form W-4. See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676. Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS web site **Employer:** Please post or publish this Bulletin Board Poster so that your employees will see it. Please indicate where they can get forms and information on this subject. Department of the Internal Rever www.irs.gov Publication 213

You may also bypass the VETS process and bring a civil action against an employer for

Conduct that coerces, intimidates, threatens, o

including accommodation) or pregnancy

any of the following ways:

Call 1–800–669–4000 (toll free)

-800-669-6820 (TTY)

interferes with someone exercising their rights,

or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination

What can You Do if You Believe Discrimination has

Occurred? Contact the EEOC promptly if you suspect

ime limits for filing a charge of discrimination (180 or

300 days, depending on where you live/work). You can

discrimination. Do not delay, because there are strict

Submit an inquiry through the EEOC's public portal:

https://publicportal.eeoc.gov/Portal/Login.aspx

1–844–234–5122 (ASL video phone)

Visit an EEOC field office (information at www.eeoc.gov/

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT JSERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical Systém. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services

REEMPLOYMENT RIGHTS You have the right to be reemployed in your civilian job if In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement vou leave that job to perform service in the uniformed service and: in connection with a proceeding under USERRA, even if that person has no you ensure that your employer receives advance written or verbal notice of your **HEALTH INSURANCE PROTECTION** you have five years or less of cumulative service in the uniformed services while with If you leave your job to perform military service, you have the right to elect to you return to work or apply for reemployment in a timely manner after conclusion of continue your existing employer-based health plan coverage for you and your service: and dependents for up to 24 months while in the military. Even if you don't elect to continue coverage during your military service, you have you have not been separated from service with a disqualifying discharge or under

the right to be reinstated in your employer's health plan when you are reemployed, other than honorable conditions f you are eligible to be reemployed, you must be restored to the job and benefits you generally without any waiting periods or exclusions (e.g., pre-existing condition would have attained if you had not been absent due to military service or, in some exclusions) except for service-connected illnesses or injuries. cases, a comparable job RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION • The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations are a past or present member of the uniformed service For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at have applied for membership in the uniformed service; or are obligated to serve in the uniformed service; https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be then an employer may not deny you: viewed at https://webapps.dol.gov/elaws/vets/userra initial employment; If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special retention in employment; Counsel, as applicable, for representation

ecause of this status The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this equirement by displaying the text of this notice where they customarily place notices for employees. U.S. Department of Justice Office of Special Counsel

violations of USERRA.

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

discrimination, or participating in a discrimination lawsuit, investigation, or proceeding
Interference, coercion, or threats related to exercising

Harassment (including unwelcome verbal or physical

rights regarding disability discrimination or pregnancy

Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help. Retaliation for filing a charge, reasonably opposing participating in an investigation or proceeding

tory? All aspects of employment, including:

Employees (current and former), including managers and temporary employees Job applicants Inion members and applicants for membership in Most private employers
 State and local governments (as employers) Educational institutions (as employers) Staffing agencies 1? Under the EEOC's laws, an employer may not

promotion; or

any benefit of employment

iinate against you, regardless of yoʻur immigratior status, on the bases of: Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender Age (40 and older) Genetic information (including employer requests for,

or purchase, use, or disclosure of genetic tests, genetic

services, or family medical history)

of other applicants or employees

including the executive level.

Pay (unequal wages or compensation)
Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice Job training Classification Referral Obtaining or disclosing genetic information Requesting or disclosing medical information

Discharge, firing, or lay-off

Hiring or promotion

conduct)

E-Mail info@eeoc.gov Additional information about the EEOC, including information about filing a charge of discrimination, is available at Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS** The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act of enforces the nondiscrimination and affirmative action commitments of companies 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and doing business with the Federal Government. If you are applying for a job with, or are requires affirmative action to recruit, employ, and advance in employment, disabled n employee of, a company with a Federal contract or subcontract, you are protected veterans, recently separated veterans (i.e., within three years of discharge or release under Federal law from discrimination on the following bases:

from active duty), active duty wartime or campaign badge veterans, or Armed Forces ace, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin service medal veterans. Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all believes a contractor has violated its nondiscrimination or affirmative action obligation ing About, Disclosing, or Discussing Pay Executive Order 11246, as amended, under OFCCP's authorities should contact immediately The Office of Federal Contract Compliance Programs (OFCCP) protects applicants and employees of Federal contractors from discrimination based inquiring about, disclosing, or discussing their compensation or the compensation U.S. Department of Labor 200 Constitution Avenue, N.W. lity Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified Washington, D.C. 20210 ndividuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe 1-800-397-6251 (toll-free 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 OFCCP'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

https://www.dol.gov/agencies/ofccp/contact. PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE 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 is 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

which receive Federal financial assistance FMLA - EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT Your Employee Rights Under the Family and Medical Leave Act

PAYMENT OF WAGES

Display this poster in a conspicuous place

Chapter 173, Laws of New Jersey, 1965: Relating to

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

employment discrimination on the basis of sex in educational programs or activities—agency providing such assistance.

on eligible employee who is the spouse, child, parent or next of kin of a covered nember with a serious injury or illness <u>may</u> take up to 26 workweeks of FMLA use FMLA leave in **one block of time.** When it is medically necessary or otherwise ermitted, you may take FMLA 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 required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave. ble to take FMLA leave? You are an eligible employee if all of the following 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 ur 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:

you in writing:

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 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 w do I request FMLA leave? Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave, or

NO SMOKING NOTICE

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

What 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) enforces the FMLA for most employees. Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for:

protection. You <u>must</u> also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave. Your 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 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 or collective bargaining agreement that provides greater family or medical leave rights 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 regarding leave for their own serious health conditions. Most federal and certain ional employees are also covered by the law but are subject to the jurisdiction 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 Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and benefits and other working conditions, including shift and location, at the end of Your employer cannot interfere with your FMLA rights or threaten or punish you fo

exercising your rights under the law. For example, your employer cannot rétaliate against you for requesting FMLA leave or cooperating with a WHD investigation. After pecoming aware that your need for leave is for a reason that may qualify under the FMLA, your **employer must confirm whether you are eligible** or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify

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.

 How much of your requested leave, if any, will be FMLA-protected 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 or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process.















SCAN ME



from a health care provider is mandatory (gestational carrier) is included in this definition. forced 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

New Jersey law 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 by phone at 609-292-7060, or by mail: Division of Family Leave Insurance, P.O. Box 387, 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 your employer has an approved private plan, your employer must provide information about coverage and provide the forms to apply for benefits. Who pays for Family Leave Insurance? Payroll contributions from employees finance this program. Family leave insurance coverage under the state plan will require contributions o 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 unemploymen and temporary disability insurance. Display this poster in a conspicuous place

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 disab

THE 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. ► The LEAVE is being taken to:

▶ The EMPLOYER has at least 30 employees worldwide OR is a ernment 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 Note that the NJ Family Leave Act does not provide leave for the employee's own health condition. Certain employees may be eligible for additional leave under the federal Family and Medical Leave Act. attorney's fees, and more.

711 (Relay Service) #CivilRightsNJ

status • Sex • Sexual orientation

in a protected class

1-833-NJDCR4U | NJCivilRights.gov

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

1-833-NJDCR4U | NJCivilRights.gov

711 (Relay Service) #CivilRightsN.

including the refusal to submit to genetic testing

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: ▶ 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 COVID-19) during a state of emergency; or 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 epidemic of a communicable disease (including COVID-19) or other public health emergency. Remedies may include money damages, an order to stop violating the Act, adoption of new policies and procedures, To get more information or file a complaint,







NEW JERSEY LAW PROHIBITS DISCRIMINATION 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

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

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



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

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 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**

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

 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

Provide employees a workplace free from

recognized hazards. It is illegal to retaliate

 Provide required training to all workers in a language and vocabulary they can understand.

workplace.

Post OSHA citations at or near the place

On-Site Consultation services are available

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

WHISTLEBLOWER PROTECTION ACT CONSCIENTIOUS EMPLOYEE PROTECTION ACT "WHISTLEBLOWER ACT"

New Jersey law prohibits an employer from taking any retaliatory action against an employee because the employee does any of the following a. Disclosés, or threatens to disclosé, 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; b. 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, rrovides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into quality of patient care; or 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 government entity. d. 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

. 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; or (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,

employee fears physical harm as a result of the disclosuré, provided that the situation is emergency in nature. **CONTACT INFORMATION**

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

a. Dívulgue o amenace con divulgar, ya sea a un supervisor o a una agencia pública toda actividad, directriz o norma del empleador o de cualquier otro empleador con el que exista una relación de negocios y que el empleado tiene motivos fundados para pensar que violan alguna ley, o en el caso de un trabajador licenciado o certificado de

b. Facilite información o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia 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

Your employer has designated the following contact person to receive written notifications, pursuant to paragraph 2 above (N.J.S.A. 34:19-4):

TELEPHONE NUMBER: This notice must be conspicuously displayed. Once each year, employers with 10 or more employees must distribute notice of this law to their employees AD-270.1 (10/19) If you need this document in a language other than English or Spanish, please call (609) 292-7832. LA LEY DE PROTECCIÓN AL EMPLEADO CONSCIENTE "LEY DE PROTECCIÓN DEL DENUNCIANTE"

información o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia o indagación sobre la calidad de la atención al paciente; o c. 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. d. 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 a accionistas, inversionistas, usuarios, pacientes, clientes, empleados, ex empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental. e. Se opone o se niega a participar en alguna actividad, directriz o práctica que el empleado tiene motivos fundados para pensar que (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

ambiente. Artículo 34:19-3 de las Leyes comentadas de New Jersey de protección del empleado consciente (N.J.S.A., por sus siglasen inglés) No se puede acoger a la protección contra la represalia, cuando se hace una divulgación a un organismo público, à 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.

> **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):

NÚMERO DE TELÉFONO

(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

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. THE NEW JERSEY SAFE ACT

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 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 When NJ SAFE Act Leave May Be Taken Leave under the NJ SAFE Act must be used in

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 employer 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. Seeking a Remedy Under the NJ SAFE Act To obtain relief for a violation of the NJ SAFE 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 one year of the alleged violation. Learn more at *njcourts.gov*. 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 seg., or the federal

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

Fámily and Medical Leave Act, 20 U.S.C. 2601 et seq., the leave shall count simultaneously 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 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 · care for a victim of domestic violence or a sexually violent offence or for a victim's "Familý 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 "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

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

and agencies, including police departments • Stores and businesses, including restaurants Remedies may include money damages, an order to stop discrimination or harassment,

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.

AD-289 (4/22)

AD-270.1 (10/19)

amputation, or loss of an eye.

Prominently display this poster in the

of the alleged violations.

to small and medium-sized employers, without citation or penalty, through OSHAsupported consultation programs in every state.