*Cash Wage for

Tipped Workers

\$2.13

\$2.63

\$3.13

\$4.13

\$5.13

NO CHANGE

NO CHANGE

TBD

TBD

TBD

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REPORTING & RECORDKEEPING REQUIREMENTS NOTICE

Chapter 194, Laws of New Jersey, 2009, Relating to Employer Obligation to Maintain and Report Records Regarding Wages, Benefits, Taxes and Other Contributions and Assessments Pursuant to State Wage, Benefit and Tax Laws lage Payment Law (N.J.S.A. 34:11-4.1 et seq.) and Vage and Hour Law (N.J.S.A. 34:11-56a et seg.) Each employer must keep a record of each employee which ontains the following information: The name of the employee:

. The address of the employee; 3. The birth date of the employee if the employee is under the age of 18: 4. The total hours worked by the employee each day and each workweek 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; total gratuities received by the employee during the

'. Régarding éach employee who receives gratuities, daily or weekly reports completed by the employee containing the following information: (a) 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 . Regarding each employee for whom the employer the employee who receives food or lodging supplied by the employer, information substantiating the cost

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 oloyer 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 revailing Wage Act (N.J.S.A. 34:11-56.25 et seg.) The Prevailing Wage Act applies to employers only under employer enters into a contract in excess of the prevailing for inspection by the Division of Temporary Disability must file a report designated as "first notice of accident 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 private plan is terminated. Each employer having a private which any public body is a party or for public work to be plan for temporary disability insurance and/or family Rating and Inspection Bureau in a format prescribed by the done on a property or premises owned by a public body or leased or to be leased by a public body Each public works contractor must submit to the public body or lessor which a request for information with respect to a period of report must also be sent to the employer. If the employe contracted for the public works project a certified payroll ecord containing the following employee information:

2. Address; 3. Social security number; 4. Craft or trade: 5. 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 of

programs on behalf of the employee; and 11. Fringe benefits paid in cash to the employee Each public works contractor must, within 10 days of payn of wages, submit the certified payroll record to the public body or the lessor which contracted for the public works project. Each public works contractor which employs one or ore apprentices on a public works project must maintain with its records written evidence that the apprentice or apprentices are registered in an approved apprenticeship program while performing work on the project. emporary Disability Benefits Law (N.J.S.A. 43:21-25 et amily Leave Insurance Benefits Law, P.L. 2008, c. 17. Payroll records: Each employing unit must maintain a record for each worker engaged in employment, which record

nust contain the following information about the worker: in lieu of gratuities and tips:

were pavable: 4. The date hired, rehired and returned to work after

The date separated from employment and the reason for separation; 6. Such information as may be necessary to determine

remuneration on a calendar week basis; and '. The number of base weeks (as the term "base week' defined in N.J.S.A. 43:21-19(t)) and wages.

Contribution reporting: Each employer (other than employers of domestic service workers) must electronically file an NJ--927, "Employer's Quarterly Report," with the Division of Revenue, within the Department of the Treasury, claims credit for food or lodging as a cash substitute for and remit the corresponding unemployment insurance, supplemental workforce fund, workforce development partnership fund, temporary disability insurance and family of furnishing such food or lodgings, including but not leave insurance contribution payments, within 30 days limited to the nature and amount of any expenditures after the end of each quarter. The NJ-927 lists the total of ering into the computation of the fair value of the all wages paid, the wages paid in excess of the taxable food or lodging and the date required to compute the maximum, the taxable wages on which contributions are amount of the depreciated investment in any assets due, the number of workers employed during the pay

allocable to the furnishing of the lodgings, including period, the number of workers insured under a "private plan" for temporary disability insurance and the number of workers insured under a "private plan" for family leave insurance. Each employer of domestic service workers (as the term "domestic service worker" is defined in N.I.A.C. 12:16-13.11(c)) must file an annual, rather than quarterly, NJ-927H, "Domestic Employer's Annual Report," with the Division of Revenue, within the Department of the Treasury. Temporary Disability Insurance and Family Leave Insurance pertaining to any election to discontinue a private plan non-insured employer, including the State, counties for temporary disability insurance and/or family leave municipalities and school districts, and duly authorized sel insurance benefits and must make such records available insured employer not utilizing a third-party administrato requested or known to the employer which may bear upon sign an amended report and file the amended report half-year or any portion thereof must, on or before the with the Division through the Compensation Rating and report showing the amount of taxable wages paid during workers' compensation insurance and every worker

the respective six-month period showing:

insured's obligations under the plan. On or before the 30th day following the close of each calendar year during which a self-insured private plan for 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. 2. The amount contributed by workers during that year, 3. The amount contributed by the employer during that

December 31. employees through a self-insured private plan must for the amount of any special payments, such as bonuses and gifts, which have been paid during the pay period but which relate to employment in a prior period. The Insurance, on or before the 30th day following the end of cash payments, cash value of other remuneration, the the one- year period showing the following information nature of such payments, the period during which the with regard to each of the following types of claims: care services were performed for which special payments of a sick child, care of a sick spouse, care of a sick domestic partner, care of a sick civil union partner, care of a sick 8. The dates and amounts of payments made; and parent, bonding by biological parent with a newborn

of biological parent with a newborn child, bonding b idividual with newly adopted child: 1. The number of claims for family leave insurance benefits received during the one-year period. .The number of claims for family leave insur benefits accepted during the one-year period, 3. The number of workers who received family leave insurance benefits during the one-year period, 1. The amount of family leave insurance benefits paid

during the one-year period .The average weekly family leave i

The average duration of family leave insurance benefits

1. The amount of funds available at the beginning of tha year for payment of family leave insurance benefits, The amount contributed by workers during that year. . The direct cost of administration of the plan during tha 4. The number of employees covered by the plan as of December 31, and . Such other information as the Division of Temporal Disability Insurance may require with respect to the financial ability of the self-insurer to meet the self

insured's obligation under the plan Vorkers' Compensation Law (N.J.S.A. 34:15-1 et seg.) dministrator with accident or occupational disease Compensation Rating and Inspection Bureau. When filed

where no claim petition has been filed or where a claim 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 mployer, when directed to do so by the Division o Workers' Compensation, must submit to the Division of Workers' Compensation copies of such medical certificates and reports as it may have on file. Employer's Quarterly Report: The Employer's Quarterly

Report, NJ-927, reports New Jersey Gross Income Ta withheld, unemployment insurance, supplemental workforce fund, workforce development partnership fund, family leave insurance and temporary disability insurance wage and withholding information. Each employer required to electronically file an Employer's Quarter emporary disability insurance is in effect, the employer Report, NJ-927, for each calendar quarter, regardless the amount of tax actually due for a particular quarte Quarterly reports are due on the 30th day of the mont following the end of each quarter. Employers of "domesti service workers" may report and pay New Jersey Gross Income Tax withheld on an annual, rather than quarterly, basis on an NJ-927H. Records to be kept: Every employer is required to keep al 4. The amount of disability benefits paid during that year, pertinent records available for inspection by authorized 5. Direct cost of administration of the plan during that representatives of the New Jersey Division of Taxation. Such records must include the followina:

I. The amounts and dates of all wage payments subject to New Jersey Gross Income Tax; Each employer who provides family leave insurance to its 2. The names, addresses and occupations of employees receiving such payments; The periods of their employment 4. Their social security numbers: . Their withholding exemption certificates; 6. The employer's New Jersey Taxpayer Identification

7. Record of weekly, monthly, quarterly remittances and or returns and annual returns filed; 9. Days worked inside and outside of New Jersey for al

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 | For possible failure to meet the record | requirements of the Unemployment Compensation Law, keeping or reporting requirements of the Unemployment Compensation Law, beeping or reporting requirements of the Unemployment Compensation Law, keeping or reporting requirements of the Unemployment Compensation Law. ments of the Wage Payment Law, Wage and Hour Phone: 609-292-6400 none: 609-292-2305 rance Benefits Lav hone: 609-292-2515 none: 609-292-2810 E-mail: ni.taxation@treas.state.ni.us -mail: dwc@dol.nj.gov Mail: New Jersey Department of Labor | Mail: New Jersey Department of the

Law or Prevailing Wage Act: E-mail: wagehour@dol.nj.gov Development Division of Wage and Hour Compliance P.O. Box 389. Trenton, NJ 08625-0389

Mail: New Jersey Department of Labor and Workforce | E-mail: emplaccts@dol.nj.gov Development Division of Employer Accounts P.O. Box 947. Trenton, NJ 08625-0947 MW-400 (3/18)

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. **WORKER MISCLASSIFICATION NOTICE**

NEW JERSEY LAW PROHIBITS WORKER MISCLASSIFICATION | NOTICE OF EMPLOYEE RIGHTS & EMPLOYER RESPONSIBILITIES • NJ DOL would review the agreement you signed but your employment relationship

would not be determined by this agreement alone. • New Jersey courts have ruled that to consider only the agreement, if one exists, and not the totality of the facts surrounding your relationship with the presumed employer, would be to "place form over substance," which the courts say is wrong. WHAT HAPPENS WHEN IT IS FOUND BY A STATE AGENCY OR COURT THAT AN EMPLOYER HAS MISCLASSIFIED AN EMPLOYEE AS AN INDEPENDENT CONTRACTOR? In addition to the award of a remedy or remedies to make the misclassified employee or the State agency whole for the employer's violation of the underlying New Jersey wage

benefit or tax law (for example, the award of back pay to the misclassified employee wh has been illegally deprived of the statutory minimum wage or overtime premium pay ir violation of the State Wage and Hour law, or whose pay was subject to illegal deductions ir violation of the State Wage Payment law), New Jersey law also empowers the Department of Labor and Workforce Development to take **actions** and impose **penalties** against an employer who has misclassified employees including: • A penalty paid by the employer to the misclassified employee of not more than 5 percent of the worker's gross earnings over the past 12 months.

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. or violation of State wage, benefit or tax laws in connection with the misclassification of employees, the imposition of A stop-work order. >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 owed to the employee, an additional amount in **liquidated damages payable to the** employee equal to not more than 200 percent of the wages owed. AM I PROTECTED FROM RETALIATION BY MY EMPLOYER FOR REPORTING MISCLASSIFICATION? • Employees are protected from retaliation by their employers for having made a

inquiry or complaint to the employer, to the Commissioner of Labor or to an authorized representative regarding any possible violation by the employer of any State wage, benefit or tax law, including those inquiries or complaints that involve misclassification or because the employee caused to be instituted or is about to cause to be instituted any proceeding under or related to State wage, benefit or tax law, or because the employee has testified or is about to testify in such a proceeding. • Where such retaliation has occurred, the Department is authorized by law to issue a administrative penalty against the employer; however, only the courts are authorized by law to order reinstatement and/or back pay

DISPLAY THIS POSTER IN A CONSPICUOUS PLACE

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



ferral, and other aspects of employment. NJ.GOV/LABOR MW-899 (5/20

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases: RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN Title VII of the Civil Rights Act of GENETICS Title II of the Genetic Information Nondiscrimination Act of 2008 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including classification, referral, and other aspects of employment. GINA also restrict gnancy), or national origin. Religious discrimination includes failing to reasonably employers' acquisition of genetic information and strictly limits disclosure of genetic information includes information about genetic test of applicants, employees, or their family members; the manifestation of disease SABILITY Title I and Title V of the Americans with Disabilities Act of 1990, as or disorders in family members (family medical history); and requests for or receip ended, protect qualified individuals from discrimination on the basis of of genetic services by applicants, employees, or their family members. ability in hiring, promotion, discharge, pay, fringe benefits, job training, RETALIATION All of these Federal laws prohibit covered entities from retaliating strict time limits for filing charges of employment discrimination. To preser (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for

assification, referral, and other aspects of employment. Disability discrimination against a person who files a charge of discrimination, participates in a discrimination ncludes not making reasonable accommodation to the known physical or mental proceeding, or otherwise opposes an unlawful employment practice. itations of an otherwise qualified individual with a disability who is an WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED There are plicant or employee, barring undue hardship. AGE The Age Discrimination in Employment Act of 1967, as amended, protects the ability of EEOC to act on your behalf and to protect your right to file a private applicants and employees 40 years of age or older from discrimination based on lawsuit, should you ultimately need to, you should contact EEOC promptly whe age in hiring, promotión, discharge, pay, fringe benefits, job training, classification, discrimination is suspected: The U.S. Equal Employment Opportunity Commis (WAGES) In addition to sex discrimination prohibited by Title VII of the Civil individuals with hearing impairments). EEOC field office information is available a Rights Act, as amended, the Equal Pay Act of 1963, as aménded, prohibits sex www.eeoc.gov or in most telephone directories in the U.S. Government or Federal discrimination in the payment of wages to women and men performing. Government section, Additional information about EEOC, including informatio substantially equal work, in jobs that require equal skill, effort, and responsibility, about charge filing, is available at www.eeoc.gov. under similar working conditions, in the same establishment. **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, executive level. NATIONAL ORIGIN Executive Order 11246, as amended, prohibits employment PROTECTED VETERANS The Vietnam Era Veterans' Readjustment Assistance Ac discrimination based on race, color, religion, sex, sexual orientation, gender of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against lentity, or national origin, and requires affirmative action to ensure equality of and requires affirmative action to recruit, employ, and advance in employmer opportunity in all aspects of employment. PAY SECRECY Executive Order 11246, as amended, protects applicants and or release from active duty), active duty wartime or campaign badge veterans, o oyees from discrimination based on inquiring about, disclosing, or discussing Armed Forces service medal veterans. ir compensation or the compensation of other applicants or employees. IVIDUALS WITH DISABILITIES Section 503 of the Rehabilitation Act of 1973, of discrimination, participates in an OFCCP proceeding, or otherwise oppose mended, protects qualified individuals with disabilities from discrimination in ing, promotion, discharge, pay, fringe benefits, job training, classification, has violated its nondiscrimination or affirmative action obligations under the erral, and other aspects of employment. Disability discrimination includes not—authorities above should contact immediately: The Office of Federal Contrac king reasonable accommodation to the known physical or mental limitations Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitut of an otherwise qualified individual with a disability who is an applicant or Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-133

qualified individuals with disabilities at all levels of employment, including the under U.S. Government, Department of Labor.

RACE, COLOR, NATIONAL ORIGIN, SEX In addition to the protections of Title VII financial assistance

ployee, barring undue hardship to the employer. Section 503 also requires that (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by If you believe that you have experienced discrimination contact OFCCP: 1-800-397-6251 | TTY 1-877-889-5627 | www.dol.gov. PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, INDIVIDUALS WITH DISABILITIES Section 504 of the Rehabilitation Act of 1973,

disabled veterans, recently separated veterans (i.e. within three years of discharge

as amended, prohibits discrimination on the basis of race, color or national origin amended, prohibits employment discrimination on the basis of disability in an n programs or activities receiving Federal financial assistance. Employment program or activity which receives Federal financial assistance. Discrimination nination is covered by Title VI if the primary objective of the financial prohibited in all aspects of employment against persons with disabilities who, with assistance is provision of employment, or where employment discrimination or without reasonable accommodation, can perform the essential functions of th uses or may cause discrimination in providing services under such programs. job. If you believe you have been discriminated against in a program of any Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal contact the Federal agency providing such assistance. EOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Supplement

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION EAVE ENTITLEMENTS Eligible employees who work for a covered employer can *Special "hours of service" requirements apply to airline flight crew employees

The birth of a child or placement of a child for adoption or foster care: To bond with a child (leave must be taken within 1 year of the child's birth or o care for the employee's spouse, child, or parent who has a qualifying serious qualifies for FMLA protection. Sufficient information could include informing a For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job; or qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent. An eligible employee who is a covered servicemember's spouse, child, parent, or recertification supporting the need for leave. If the employer determines that the next of kin may also take up to 26 weeks of FMLA leave in a single 12-month certification is incomplete, it must provide a written notice indicating what riod to care for the servicemember with a serious injury or illness. An employee additional information is required. does not need to use leave in one block. When it is medically necessary or **EMPLOYER RESPONSIBILITIES** Once an employer becomes aware that an herwise permitted, employees may take leave intermittently or on a reduced employee's need for leave is for a reason that may qualify under the FMLA, the

NEFITS & PROTECTIONS While employees are on FMI A leave, employers must if so, how much leave will be designated as FMI A leave. ntinue health insurance coverage as if the employees were not on leave. Upon **ENFORCEMENT** Employees may file a complaint with the U.S. Department retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under r related to the FMLA. related to the FMLA.

IGIBILITY REQUIREMENTS An employee who works for a covered employer up to the alignible for FMLA leave. The employee must be a lightly for FMLA leave. The employee must oust meet three criteria in order to be eligible for FMLA leave. The employee must:

Have worked for the employer for at least 12 months;

inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified. Employers can require a certification or periodic paid leave while taking FMLA leave. If an employee substitutes accrued paid eligible, must also provide a notice of rights and responsibilities under the FMLA urn from FMLA leave, most employees must be réstored to the same job or one 🗀 Labor, Wage and Hour Division, or may bring a private lawsuit against an employe nearly identical to it with equivalent pay, benefits, and other employment terms. The FMLA does not affect any federal or state law prohibiting discrimination of and conditions. An employer may not interfere with an individual's FMLA rights or supersede any state or local law or collective bargaining agreement that provide For additional information or to file a complaint

(1-866-487-9243) TTY: 1-877-889-5627 WWW.WAGEHOUR.DOL.GOV

of the employee's worksite. NO SMOKING NOTICE

Have at least 1,250 hours of service in the 12 months before taking leave;* and

Work at a location where the employer has at least 50 employees within 75 miles



It is illegal to discriminate against workauthorized individuals. Employers CANNOT 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

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT To be posted in a conspicuous place

Chapter 173, Laws of New Jersey, 1965: Relating to Payment of Wages paydays designated in advance. When a payday falls on a non-work day, club membership fees • child care services. otherwise provided for in a collective bargaining agreement. The end of the the regular payday. Notify employees of changes in pay rates or paydays prior suitable arrangements must be made for cashing the check without difficulty and for the full amount.

· Employees leaving or terminated for any reason, including labor disputes, shall be paid all wages due not later than the regular payday for the period in which the termination occurred. An additional 10 days may be allowed in the event of a labor dispute involving payroll employees.

Employees paid on an incentive system shall be paid a reasonable approximation of wages due until exact amounts can be computed. Payment may be made through regular channels or by mail if requested. provided, except to pay at shorter intervals or to pay wages in advance. addition to any other sanctions provided by law for violations, the Wages due a deceased employee may be paid to the survivors in the order of Commissioner is authorized to assess and collect administrative penalties, up

ng agreement for: Employee welfare • insurance or employer loans in accordance with a periodic payment schedule contained not share information with "Immigration".

PAYMENT OF WAGES in the original purchase or loan agreement • safety equipment • U. government bonds • costs and fees to replace employee identification fo

All Employers Must Pay Wages to All Employees in Full at Least Twice a access to sterile or secured areas of airports • contributions for organized and Calendar Month. Executive and supervisory employees, however, may be recognized charities • rental of work clothing or uniforms or for laundering or paid at least once a calendar month. Payment shall be made on regular dry cleaning of work clothing or uniforms • labor union dues and fees • health payment shall be made on the immediately preceding work day, unless All Employers Shall: Notify employees at time of hiring the rate of pay and

pay period for which payment is made on a regular payday shall be not more to the changes. Furnish each employee with statement of deductions each than 10 working days before such regular payday. If payment is by check, pay period. Make and keep records for employees, including wages and hours, and make such records available for inspection. Provide employees at time of hiring a required notice (form number MW-400) describing the employer's obligation to maintain and report records regarding wages benefits, taxes and other contributions and assessments. The Commissions of Labor and Workforce Development shall enforce and administer the provisions of this act and the Commissioner or an authorized representative shall have the power to make all necessary inspections of establishments and records. Any employer who knowingly and willfully violates any provision of this act shall be guilty of a disorderly persons offens and upon conviction shall be punished by a fine of not less than \$100 nor more than \$1,000. Each day during which any violation of this act continue It shall be unlawful to make any agreement for payment other than as shall constitute a separate and distinct offense. As an alternative to or in

to a maximum of \$250 for a first violation and up to a maximum of \$500 for

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT



Job Safety and Health IT'S THE LAW!

All workers have the right to:

• A safe workplace.

- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative) participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your
- See any OSHA citations issued to your employer
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log

This poster is available free from OSHA.

Contact OSHA. We can help.

Employers must:

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

amputation, or loss of an eye.

- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization,
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.

Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHAsupported consultation programs in every state.



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

WHISTLEBLOWER PROTECTION ACT

CONSCIENTIOUS EMPLOYEE PROTECTION ACT "WHISTLEBLOWER ACT"

Employer retaliatory action; protected employee actions; employee responsibilities I. New Jersey law prohibits an employer from taking any retaliatory action against an employee because the employee does any of the following: a. Discloses, or threatens to disclose, to a supervisor or to a public body an activity, policy or practice of the employer or another employer, with whom there is a business relationship, that the employee reasonably believes is in violation of a law, or a rule or regulation issued under the law, or, in the case of an employee who is a licensed or certified health care professional, reasonably believes constitutes improper quality of patient care; Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation issued under the law by the employer or another employer, with whom there is a business relationship, or, in the case of an employee who is a licensed or certified health care professional, provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into quality of patient care; or

c. 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 entity. e. 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, disclosure is not required where the employee reasonably believes that the activity, policy or practice is known to one or more supervisors of the employer or where the employee fears physical harm as a result of the disclosure, provided that the situation is emergency in nature. **CONTACT INFORMATION**

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

This notice must be conspicuously displayed. Once each year, employers with 10 or more employees must distribute notice of this law to their employees. 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" Acciones de represalia del empleador; protección de las acciones del empleado

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

a. Divulque 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

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; (2) es fraudulenta o delictiva; o (3) es incompatible con algún mandato establecido por las directrices públicas relacionadas con la salud pública, la seguridad o el bienestar o la protección del medio

ambiente. Artículo 34:19-3 de las Leyes comentadas de New 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, a no ser que el empleado le informe al empleador de tal actividad, política o norma a través de un aviso por escrito y le haya dado al empleador una oportunidad razonable para corregir tal actividad, política o norma. Sin embargo, no es necesaria la divulgación en los casos en que el empleado tenga indicios razonables para creer que un supervisor o más de un supervisor del empleador tienen conocimiento de tal actividad, política o norma o en los casos en los que el empleado teme que tal divulgación pueda traer como consecuencia daños físicos a su persona siempre y cuando la naturaleza de la situación sea la de una situación de emergencia. 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:

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.

5i necesita este documento en algún otro idioma que no sea inglés o español, sírvase llamar al (609) 292-7832.

THE NEW JERSEY SAFE ACT

period not to exceed 20 days in a 12-month period, to address circumstances resulting from domestic violence or a sexually violent offense. To be eligible, the employee must have worked at least 1,000 hours during the immediately preceding 12-month period. an instance of domestic violence or a sexually violent offense. The unpaid leave may Further, the employee must have worked for an employer in the State that employs 25 be taken intermittently in intervals of no less than one day. The unpaid leave shall run or more employees for each working day during each of 20 or more calendar workweeks concurrently with any paid vacation leave, personal leave, or medical or sick leave that the n the then-current or immediately preceding calendar year. Leave under the NJ SAFE Act may be taken by an employee who is a victim of domestic violence, as that term is of the 20-day period of unpaid leave. If the employee requests leave for a reason covered

sexually violent offense: (1) Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic or sexual violence to the employee or the employee's child, parent, spouse, domestic partner or civil union partner 2) Obtaining services from a victim services organization for the employee or the employee's child, parent, spouse, domestic partner, or civil union partner

(3) Obtaining psychological or other counseling for the employee or the employee's child parent, spouse, domestic partner or civil union partner 4) Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety from future domestic violence or sexual violence spouse, domestic partner or civil union partner

or to ensure the economic security of the employee or the employee's child, parent, Seeking legal assistance or remedies to ensure the health and safety of the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, including preparing for or participating in any civil or criminal legal proceeding related to or derived from domestic violence or sexual violence; or

defined in N.J.S.A. 2C:25-19, or a victim of a sexually violent offense, as that term is defined by both the N.J.S.A. 2C:25-19, or a victim of a sexually violent offense, as that term is defined by both the N.J.S.A. 2C:25-19, or a victim of a sexually violent offense, as that term is defined by both the N.J.S.A. 2C:25-19, or a victim of a sexually violent offense, as that term is defined by both the N.J.S.A. 2C:25-19, or a victim of a sexually violent offense, as that term is defined by both the N.J.S.A. 2C:25-19, or a victim of a sexually violent offense, as that term is defined by both the N.J.S.A. 2C:25-19, or a victim of a sexually violent offense, as that term is defined by both the N.J.S.A. 2C:25-19, or a victim of a sexually violent offense, as that term is defined by both the N.J.S.A. 2C:25-19, or a victim of a sexually violent offense, as that term is defined by both the N.J.S.A. 2C:25-19, or a victim of a sexually violent offense, as the victim of a sexual v in N.J.S.A. 30:4-27.6. Leave may also be taken by an employee whose child, parent, spouse, Fámily and Medical Leave Act, 20 U.S.C. 2601 et seq., the leave shall count simultaneously against the employee's entitlement under each respective law. Employees eligible to take domestic partner, or civil union partner is a victim of domestic violence or a sexually violent offense. Leave under the NJ SAFE Act may be taken for the purpose of engaging leave under the NJ SAFE Act must, if the necessity for the leave is foreseeable, provide in any of the following activities as they relate to an incident of domestic violence or a the employer with written notice of the need for the leave. The employee must provide the employer with written notice as far in advance as reasonable and practicable under the circumstances. The employer has the right to require the employee to provide the employer with documentation of the domestic violence or sexually violent offense that is the basis for the leave. The employer must retain any documentation provided to it in this manner in the strictest confidentiality, unless the disclosure is voluntarily authorized n writing by the employee or is authorized by a federal or State law, rule or regulation The NJ SAFE Act also prohibits an employer from discharging, harassing or otherwise discriminating or retaliating or threatening to discharge, harass or otherwise discriminate against an employee with respect to the compensation, terms, conditions or privileges of employment on the basis that the employee took or requested any leave that the employee was entitled to under the NJ SAFE Act, or on the basis that the employee refused to authorize the release of information deemed confidential under the NJ SAFE Act. To obtain relief for a violation of the NJ SAFE Act, an aggrieved person must file a private cause of action in the Superior Court within one year of the date of the alleged violation. This notice must be conspicuously displayed. AD-289 (9/13)

your employer has an approved private plan, your employer must provide information

to an incident of domestic or sexual violence of which the employee or the employee's

child, parent, spouse, domestic partner, or civil union partner, was a victim.

Leave under the NJ SAFE Act must be used in the 12-month period immediately following

employee elects to use or which the employer requires the employee to use during any part

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

Your employer is subject to the Family Leave Insurance provisions of the New Jersey Temporary Disability Benefits Law New Jersey law provides up to 6 weeks of family leave insurance benefits. 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, • 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 union partner, must be pregnancy will get instructions on how to file for family leave benefits after the child is born. **Private Family Leave Insurance Plan** ("private plan") An employer may provide family leave insurance through a private insurance carrier, if this Division approves the plan. If the child's biological, adoptive or foster parent, unless a surrogate carried the child. care for a family member with a serious health condition. Supporting documentation from a health care provider is mandatory. care for a victim of domestic violence or a sexually violent offence or for a victim's

"Family member" means a child, parent, parent-in-law, sibling, grandparent, grandchild, spouse, domestic partner, civil union partner, and any other person related by blood to the employee or with whom the employee has a close association that is the equivalent of a family relationship "Child" means a biological, adopted, or foster child, stepchild or legal ward of a parent. A child gained by way of a valid written contract between the parent and a surrogate (gestational carrier) is included in this definition.

government entity, regardless of size;

least 1,000 hours in the past 12 months; and

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 to be deducted from employee wages. The deductions must be noted on the employee's pay envelope, paycheck, or on some other form of notice. In 2018, the taxable wage base for family leave insurance benefits is the same as the taxable wage base for unemployment and temporary disability insurance. Display this poster in a conspicuous place lWD

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 employe posters are available free online at ni.gov/labor, or from the Office of Constituent Relations, PO Box 110, Trenton, NJ 08625-0110 • 609-777-3200. The New Jersey Department of Labor and Workforce Development is an equal opportunity employer with equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities

THE NEW JERSEY FAMILY LEAVE ACT

Trenton, NJ 08625-0387.

The New Jersey Family Leave Act (NJFLA) generally entitles certain employees to take up to 12 weeks of family leave in a 24-month period without losing their jobs. • The LEAVE is being taken to: Employers generally must provide NJFLA leave if • The EMPLOYER has at least 30 employees worldwide OR is a state/local

• Care for or bond with a child, as long as the leave begins within 1 year of the child's birth or replacement for adoption or foster care; • The EMPLOYEE has worked for that employer for at least 1 year, AND has worked at • 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 Note that the NJ Family Leave Act does not provide leave for the employee's own health Provide required care or treatment for a child during a state of emergency if their school condition. Certain employees may be eligible for additional leave under the federal Family and or place of care is closed due to an epidemic of a communicable disease (including

COVID-19) or other public health emergency 1-833-NJDCR4U NJCivilRights.gov



NEW JERSEY LAW PROHIBITS DISCRIMINATION IN PLACES OF PUBLIC ACCOMMODATION



Discrimination, Punitive Damages, and Attorney's Fees

Violations should be reported to the nearest office of the NJ Division on Civil Rights at 866-405-3050 (Toll-Free) or online www.NJCivilRights.gov Ave. & Boardwalk, Atlantic

NEW JERSEY LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT

Punitive Damages, and Attorney's Fees

ON THE BASIS OF: Race, Creed, Color, National Origin, Age, Ancestry, Nationality, Marital OR: In Retaliation for Filing a Complaint, Participating or Testifying in Any Proceedings or

violation of the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 et seq. Violations should be reported to the nearest office of the NJ Division on Civil Rights at 866-405-3050 (Toll-Free) or online www.NJCivilRights.gov

CIVILLE RIGHTS

The regulations of the New Jersey Division on Civil Rights require that al employers, employment agencies and labor organizations who are covered by the New Jersey Law Against Discrimination shall display this official poster in places easily visible to all employees and applicants.

The regulations of the New Jersey Division on Civil Rights require that all places of public accommodation who are covered by the New Jersey Law Against Discrimination shall display this official poster in places easily visible to all persons seeking or using the accon N.J.A.C. 13:8-1.4.

1325 Boardwalk, Tennessee

New Jersey Department of Labor and Workforce Development

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. Once an employer becomes inactive, the employer must keep all records referred to in 1. through 7. above for the subsequent six quarters. Wage reporting: Each employer (other than employers of domestic service workers) must electronically file a WR-30, "Employer Report of Wages Paid," with the Division of Revenue, within the Department of the Treasury, within 6. Regarding each employee who receives gratuities, the $\,$ 30 days after the end of each guarter. The WR-30 lists the name, social security number and wages paid to each employee and the number of base weeks worked by the employee during the calendar quarter. Each employer of domestic service workers (as the term "domestic service worker" is defined at N.J.A.C. 12:16-13.7(b)) must file an employee's name, (b) the employee's address, (c) the annual, rather than quarterly, WR-30 with the Division of Revenue, within the Department of the Treasury.

Insurance for a one-year period from the date that the leave insurance must, within 10 days after the Division of Temporary Disability Insurance has mailed the employer by an insurance carrier or third-party administrator, th disability, furnish the Division with any information disagrees with the report, the employer may prepare and the eligibility of the claimant. Each employer having two with the insurance carrier or third-party administrator or more approved private plans in effect during a calendar The amended report must then be filed electronically 30th day following the close of the calendar half-year, file a Inspection Bureau. Every insurance carrier providing such calendar half-year to employees while covered under compensation self-insured employer shall designate each such private plan. Each employer who provides contact person who is responsible for responding to issue temporary disability insurance to its employees through concerning medical and temporary disability benefit a self-insured private plan must, for the six-month periods ending June 30 and December 31 of each calendar year petition has not been answered. The full name, telephone 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

1. The number of claims received during the six-month 2. The number of claims accepted during the six-month 3. The amount of benefits paid during the six-month period, and 4. Such other information as the Division of Temporary Disability Insurance may require with respect to the financial ability of the self-insurer to meet the self-

year, and 6. The number of employees covered by the plan as of

child, bonding by domestic partner or civil union partner

Mail: New Jersey Department of Labor and Workforce and Workforce Development Division of Treasury Division Divi Workers' Compensation

P.O. Box 381. Trenton, NJ 08625-0381 This notice must be conspicuously posted. Not later than December 7, 2011, each employee must also be provided a written copy of the notice of for alternate methods of posting and distribution by electronic means.

Misclassification may illegally deprive workers of basic rights, protections, and benefits guaranteed to employees such as the right to be paid the **minimum wage**, the right to **overtime** pay, **time and mode of pay** protections, the protection against **illegal deduction**: from pay, unemployment compensation, temporary disability benefits, family leave insurance benefits, workers' compensation, family leave and earned sick leave. Often when workers are paid in cash "off the books", it may be a method to hide nisclassification or other employment related legal obligations. AM I AN EMPLOYEE OR AN INDEPENDENT CONTRACTOR?

(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. his 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.

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. If you worked and were paid, you are presumed to be an employee. It is the

To seek further information: **EMAIL:** misclass@dol.nj.gov **WRITE:** Employer Accounts CALL: 609-292-2321

lf you have been misclassified and would like to file a claim, you can do so here: https://wagehour.dol.state.nj.us/default.htm FAX: 609-292-7801 You can also visit www.myworkrights.nj.gov to learn more about misclassification.

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.

compensatory and punitive damages. Another State law, N.J.S.A. 34:11-56.1 et seq., prohibits discrimination in the rate or method of payment of wages to an employee because of his or her sex. Claims under this wage discrimination law may be filed with the New Jersey Department of Labor and Workforce Development (NJDLWD) or directly in court. medies under this law may include the full amount of the salary or wages owed, plus an additional equal amount as liquidated damages. Please be mindful that under the State wage discrimination law a differential in pay between employees based on a reasonable factor or factors other than sex shall not constitute 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.S.A. 34:11-56.1 et seq., contact the Division of Wage and Hour Compliance within the NJDLWD at 609-292-2305 or at http://lwd.state.nj.us. Derecho a estar exento de desigualdad o discriminación de género con respecto al pago, la remuneración, los beneficios o cualquier otro

de la persona. Las reclamaciones acordes a EPA se pueden presentar ya sea ante la EEOC o directamente antés 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 mismas 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 e dispone para presentar reclamaciónes por discriminación laboral. Para mayor información, comuníquese con la EEOC, llamando al 800-669-4000 o en www.eeoc.gov.

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. AD-290S (1/14)

lisability benefits, start by asking whether your employer participates in the state disability insurance plan or has a private insurance plan. New Jersey State Disability Insurance Plan* ("state plan") - If you are covered under the state insurance plan, you may apply for disability benefits (or download a paper application 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 upor

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 https://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 November 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.

End of Benefit Year: 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. employment, whichever is later. However, your employer can provide benefits that are more generous than those required under the law, and can permit you to use sick leave at

counseling, or to prepare for legal proceedings.

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 civil union partner Grandparent employee is the equivalent of family employee's parent or grandparent

attend a school-related meeting regarding your child's health.

Your employer cannot retaliate against you for: Requesting and using earned sick leave Filing a complaint for alleged violations of the law Communicating with any person, including co-workers, about any violation of the law

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

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.

1. 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 reported, the minimum wage rate prescribed under 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 collected by the employer and distributed to workers

sation Law (N.J.S.A. 43:21-1 et seg.),

3. An entry under the heading "special payments" of the following shall be shown separately under this heading:

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 epresentative regarding an employer's possible failure to meet any of the requirements set forth above, he or she may use the following contact information:

New Jersey Department of Labor and Workforce Development • Misclassification is the practice of an employer improperly classifying employees as independent contractors.

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

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 you are deemed to be an employee, entitled to the rights, protections, and benefits of an employee under the above-cited New Jersey laws.

surrounding your relationship with the employer under the ABC test. REPORTING MISCLASSIFICATION

DO I HAVE TO PROVE THAT I AM AN EMPLOYEE?

LEYES DE NEW JERSEY La Ley contra la Discriminación en New Jersey (LAD, por sus siglas en inglés) prohíbe la discriminación laboral debido al género de la persona, entre otras cosas Las reclamaciones conforme à 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

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, your employer and your work history available when filing your claim. Cumberland Call Center.....856-507-2340 Freehold Call Center....732-761-2020 Union City Call Center......201-601-4100 Out of State......1-888-795-6672 **isability Insurance** - Benefits are payable to New Jersey workers who suffer a non-workelated 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

Acceptable Reasons to Use Earned Sick Leave You can use earned sick leave to take time off from work when: • You need diagnosis, care, treatment, or recovery for a • You or a family member have been the victim of domestic violence or sexual violence and need time for treatment you need preventive medical care.

mental or physical illness, injury, or health condition; or You need to care for a **family member** during 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 amily member needs preventive medical care. ward; child of a domestic partner or civil union partner) • Parent Grandchild Siblina

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 us 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. nentation 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

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.

You 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/

Keep a copy of this notice and all documents that show your amount of sick leave accrual and usage. You have a right to be given this notice in English and, if available, your primary language. For more information visit the website of the Department of Labor and Workforce Development: *nj.gov/labor* Enforced by: NJ Department of Labor and Workforce Development Division of Wage and Hour Compliance, PO Box 389, Trenton, NJ 08625-0389 • 609-292-2305

during the one-year period, 6. The amount of sick leave, vacation leave or other fully paid time, which resulted in reduced benefit duration 7. With regard solely to family leave insurance benefi claims to care for sick family members, the amount of intermittent family leave insurance benefits paid during the one-year period, and in days, during the one-year period. The information reported in 1, through 8, above must be broken down by sex and by age group, beginning at 2 ears and under and increasing in increments of 10. On o before the 30th day following the close of each calendar yea during which a self-insured private plan for family leave employee who is subject to the FLSA's overtime participate in any proceeding under the FLSA. insurance is in effect, the employer must file a report with the Division of Temporary Disability Insurance showing

Upon the happening of an accident or the occurrence of 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 information. Within three weeks after an accident or upor knowledge of the occurrence of an occupational disease, every insurance carrier, third-party administrator, statutor in electronic data interchange media with the Division of Workers' Compensation through the Compensatio

Gross Income Tax Act (N.J.S.A. 54A:1-1 et seg.)

Were there major changes to.. Your family wage income (you or your spouse started or ended a job)? Your itemized deductions? Your tax credits? If you can answer "YES"... To 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

and Publications Branch

P.O. Box 281. Trenton, NJ 08625-0281

with that particular employer you return to work or apply for reemployment in a timely manner after conclusion of service; and ou have not been separated from service with a disqualifying discharge or under other than honorable conditions. f you are eligible to be reemployed, you must be restored to the job and benefits u would have attained if you had not been absent due to military service or, in some cases, a comparable job.

• Whichever way you chose to reach out, multilingual staff will be able to assist you and translation assistance made available as needed **NEW JERSEY GENDER EQUITY NOTICE**

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 liquidated damages. Please be mindful that in order for a disparity in compensation based on sex to be actionable under the EPA, it must be for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions. There are strict time limits for filing charges of employment discrimination. For furthe information, contact the EEOC at 800-669-4000 or at www.eeoc.gov.

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

This notice must be conspicuously displayed.

Este aviso se debe exponer a la vista de todos.

Las leves de New Jersey y federales prohíben a los empleadores discriminar contra cualquier persona con respecto a su pago, remuneración, beneficios o cualquier otro término, condición o privilegio de empleo debido a su género. LEYES FEDERALES El Título VII de la Ley de Derechos Civiles de 1964 prohíbe la discriminación laboral debido al género de la persona, entre otras cosas. Las reclamaciones acordes al Títul VII 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 género

compensatorios y punitivos. Otra lev 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 emplead lebido 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 suma de salarios o sueldos que le deben, además de una suma adicional equivalente por daños y perjuicios liquidados. Se le ruega tenga en cuenta que conforme a la ley estatal contra la 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 informació

UNEMPLOYMENT COMPENSATION New Jersey Department of Labor and Workforce Developme Your employer is subject to the New Jersey Unemployment & Temporary Disability Benefits Laws Unemployment 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 are working less than full time because of a lack of full-time work and who meet the completed paper application by fax to: 609-984-4138 or mail to: Division of Temporary 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, vision claim for unemployment insurance benefits as soon as possible. The easiest, quickest way myleavebenefits.nj.gov or call 609-292-7060. s to file online at myunemployment.nj.gov. You can also file a claim over the phone by **Private Disability Insurance Plan** ("private plan") - New Jersev 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

> 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 taxable 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 Workforcé 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.

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

Amount 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 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 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

or physical illness, injury, or health condition; or your or child care provider closed due to a public health emergency. Sibling of an employee's spouse, domestic partner, or Any other individual related by blood to the employee • Spouse, domestic partner, or civil union partner of an • Any individual whose close association with the

· You need to attend school-related conferences, meetings, or events regarding your child's education; or to

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 t**

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

MW-565 (1/19

Display this poster in a conspicuous place

FEDERAL MINIMUM WAGE **EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT** FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009 where employees can readily see it. **VERTIME PAY** At least 1 ½ times your regular rate of pay for all hours worked over 40 in a workweek. erent rules apply in agricultural employment.

tatutory Minimum Wage Rate

Most

Employers

\$8.85

\$10.00

\$11.00

\$12.00

\$13.00

\$14.00

\$15.00

TBD

TBD

TBD

These regulations are contained in N.J.A.C. 12:56-11.1 et seq.

refusing to take a test or for exercising other rights under the Act.

Since you last filed form W-4 with your employer did you...

Marry or divorce? Gain or lose a dependent? Change your name?

if you leave that job to perform service in the uniformed service and:

are a past or present member of the uniformed service:

1-866-487-2365

re obligated to serve in the uniformed service;

then an employer may not deny you:

initial employment;

because of this status.

retention in employment;

ny benefit of employment

have applied for membership in the uniformed service; or

vage income (interest, dividends, capital gains, etc.)?

a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

you ensure that your employer receives advance written or verbal notice of your

Cash wage plus tips must equal the minimum wage

schedule below.

January 1, 2019

July 1, 2019

January 1, 2020

January 1, 2021

January 1, 2022

January 1, 2023

January 1, 2024

January 1, 2025

January 1, 2026

January 1, 2027

First processing of farm products

June, July, August and September.

YOUR RIGHTS UNDER USERRA

to the uniformed services.

The law requires employers to display this poster child's birth each time such employee has a need to express breast milk. Employers are also required to provisions provide a place, other than a bathroom, that is HILD LABOR An employee must be at least 16 years coworkers and the public, which may be used by the old to work in most non-farm jobs and at least 18 to work employee to express breast milk. in non-farm jobs declared hazardous by the Secretary of **ENFORCEMENT** The Department has authority to Labor. Youths 14 and 15 years old may work outside recover back wages and an equal amount in liquidated school hours in various non-manufacturing, non-mining, damages in instances of minimum wage, overtime, non-hazardous jobs with certain work hours restrictions. and other violations. The Department may litigate and/or recommend criminal prosecution. Employers P CREDIT Employers of "tipped employees" who may be assessed civil money penalties for each willful et certain conditions may claim a partial wage or repeated violation of the minimum wage or dit based on tips received by their employees. overtime pay provisions of the law. Civil money ployers must pay tipped employees a cash wage of penalties may also be assessed for violations of the at least \$2.13 per hour if they claim a tip credit against FLSA's child labor provisions. Heightened civil money ninimum wage obligation. If an employee's tips penalties may be assessed for each child labor mbined with the employer's cash wage of at least violation that results in the death or serious injury of \$2.13 per hour do not equal the minimum hourly any minor employee, and such assessments may be wage, the employer must make up the difference. doubled when the violations are determined to be RSING MOTHERS The FLSA requires employers to willful or repeated. The law also prohibits retaliating ovide reasonable break time for a nursing mother against or discharging workers who file a complaint o

east milk for her nursing child for one year after the • Certain occupations and establishments are exempt

Agricultural

Employers

\$8.85

NO CHANGE

\$10.30

\$10.44

\$10.90

\$11.70

\$12.50

\$13.40

\$14.20

\$15.00

and tending of children in the home of the employer; and minors under 18 (except that minors under available free online at nj.gov/labor, or from

The Employee Polygraph Protection Act prohibits most private employers any collective bargaining agreement which is more restrictive with respect to lie

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

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

National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants

ments in order for the employee to express ADDITIONAL INFORMATION

Seasonal & Small

Employers

\$8.85

NO CHANGE

\$10.30

\$11.10

\$11.90

\$12.70

\$13.50

\$14.30

\$15.00

TBD

ptions Exempt from the statutory minimum wage rate are full-time students employed by the

college or university at which they are enrolled at not less than 85% of the effective minimum wage rate

outside sales person; sales person of motor vehicles; part time employees primarily engaged in the care

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

order and regulations and must be paid not less than the statutory minimum wage rate.

from the minimum wage, and/or overtime pay Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employe tections; employers must comply with both Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimu classified independent contractors are not. certificates issued by the Department of Labor. WAGE AND HOUR DIVISION

Certain full-time students, student learners apprentices, and workers with disabilities may b paid less than the minimum wage under speci JNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 ГТҮ: 1-877-889-5627 **₹₩ Н**★

www.dol.gov/whd

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. Overtime Overtime is payable at the rate of 1.5 times the Employees are to be paid not less than the New Jersey minimum wage in accordance with the employee's regular hourly rate for hours worked in excess of 40 in any week except where otherwise specifically provided

> Exempt from the overtime entitlement are executive, administrative, and professional employees employees engaged in labor on a farm or relative to raising or care of livestock; and limousine drivers. Labor on a Farm at Piece-Rate Employees engaged on a piece rate basis to labor on a farm shall be paid for each day worked not less than the minimum hourly wage rate multiplied by the

Penalties Any employer who violates any provisions of this act shall be quilty of a disorderly persons violation and upon conviction shall be punished by a fine of not less than \$100 nor more than \$1,000. As an alternative to or in addition to any other sanction provided by law for violations, the Commissioner is 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 **Wage Order and Regulations** Employees in the occupations found below are covered by this wage subsequent violation. The employer shall also pay the Commissioner an administrative fee equal to not less than 10% o more than 25% of any payment due to employees. Penalties for violation of this order are set forth in N.J.S.A. 34:11-56a22. Enforced by: NJ Department of Labor and Workforce Development Division of Wage and Hour Compliance, PO Box 389, Trenton, NJ

DOL

MW-220 (1/21

contact this department through the 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 Display this poster in a conspicuous place EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

print, call 609-292-2305. TTY users can

This and other required employer posters are

the Office of Constituent Relations, PO Box

110, Trenton, NJ 08625-0110 • 609-777-3200.

If you need this document in Braille or large

08625-0389 • 609-292-2305

total number of hours worked.

EXAMINEE RIGHTS Where polygraph tests are permitted, they are subject to ITIONS Employers are generally prohibited from requiring or requesting 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 any employee or job applicant to take a lie detector test, and from discharging, iplining, or discriminating against an employee or prospective employee for 🔝 before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons. **EXEMPTIONS** Federal. State and local governments are not affected by the law. **ENFORCEMENT** The Secretary of Labor may bring court actions to restrain Also, the law does not apply to tests given by the Federal Government to certain violations and assess civil penalties against violators. Employees or job applicants plygraph (a kind of lie detector) tests to be administered in the private sector, THÉ LAW REQUIRES EMPLOYERS TO DISPLAYTHIS POSTER WHERE EMPLOYEES subject to restrictions, to certain prospective employees of security service firms AND JOB APPLICANTS CAN READILY SEE IT. mored 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 certain employees of private firms who are reasonably suspected of involvement in **1-866-487-9243** TTY: 1-877-889-5627

YOU MAY NEED TO CHECK YOUR WITHHOLDING 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 employee will see it. Please indicate where they can get forms and information on this subject

EMPLOYMENT RIGHTS You have the right to be reemployed in your civilian job In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection. you have five years or less of cumulative service in the uniformed services while HEALTH INSURANCE PROTECTION · If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and you dependents for up to 24 months while in the military. Even if you don't elect to continue coverage during your military service, yo have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., preexisting condition exclusions) except for service-connected illnesses or injuries. ENFORCEMENT The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations • 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 http://www.dol.gov/vets.

• 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

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

Publication Date — April 201

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: http://www.dol.gov/vets/programs/userra/poster.htm. Federal law requires employers to notify employees of their rights under USERRA, and employers may mee s requirement by displaying the text of this notice where they customarily place notices for employees. U.S. Department of Justice And Reserve 1-800-336-4590 Office of Special Counsel EEOC - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW PRIVATE EMPLOYERS, STATE AND LOCAL GOVERNMENTS, EDUCATIONAL INSTITUTIONS, EMPLOYMENT AGENCIES AND LABOR ORGANIZATIONS

An interactive online USERRA Advisor can be viewed at

http://www.dol.gov/elaws/userra.htm.

Counsel, as applicable, for representation.

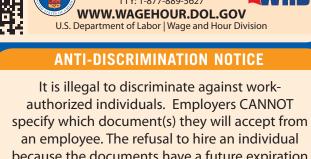
for violations of USERRA.

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

RETALIATION Retaliation is prohibited against a person who files a complain discrimination under these Federal laws. Any person who believes a contractor

Mandatory Supplement to EEOC P/E-1(Revised 11/09) "EEO is the Law" Po FMLA - EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

nedule. Employees may choose, or an employer may require, use of accrued employer must notify the employee if he or she is eligible for FMLA leave and, i eave for FMLA leave, the employee must comply with the employer's normal paid If the employee is not eligible, the employer must provide a reason for ineligib Employers must notify its employees if leave will be designated as FMLA leave, an



No Deductions Shall Be Made From Employees' Wages Except: Amounts each subsequent violation. The employer shall also pay the Commissioner an authorized by New Jersey or United States Law or payments to correct payroll administrative fee equal to not less than 10% or more than 25% of any errors. Contributions or payments authorized by employees either in writing payment due to employees. The Commissioner may, after affording the over or successor firm notice and an opportunity for a hearing • hospitalization • medical or surgical or both • pension • retirement • profitaccordance with the provisions of the "Administrative Procedure Act," P.L. 1968, sharing plans • plans establishing individual retirement annuities on a group c.410 (C.52:14B-1 et seq.), issue a written determination directing an or individual basis • individual retirement accounts at any State or federally appropriate agency to suspend any one or more licenses that are held by the chartered bank, savings bank, or savings and loan association • company- employer or successor firm, for a period of time determined by the operated thrift plans • security option or security purchase plans to buy Commissioner. Please Note: The Division of Wage and Hour Compliance marketable securities • employee personal savings accounts such as a credit does not investigate or inquire into the legal status of any worker. The union, savings fund society, savings and loan or building and loan association Department applies New Jersey's labor laws without regard to a worker's • Christmas, vacation or other savings funds. Purchase of company products legal status. The Department's Division of Wage and Hour Compliance does Additional copies of this poster or any other required posters may be obtained by contacting the New Jersey Department of Labor and Workforce Development,

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

The New Jersey Security and Financial Empowerment Act ("NJ SAFE Act"), P.L. 2013, c.82, (6) Attending, participating in or preparing for a criminal or civil court proceeding relating provides that certain employees are eligible to receive an unpaid leave of absence, for a

take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the REQUESTING LEAVE Generally, employees must give 30-days' advance notice o the need for FMLA leave. If it is not possible to give 30-days' notice, an employ must notify the employer as soon as possible and, generally, follow the employer usual procedures. Employees do not have to share a medical diagnosis, but mus provide enough information to the employer so it can determine if the leav employer that the employee is or will be unable to perform his or her jol functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees mus

Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

Northern Regional Office Newark, NJ 07102 Office of Constituent Relations, PO Box 110, Trenton, New Jersey 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 New Jersey Relay: 7-1-1. Enforced by: New Jersey Department of Labor and Workforce Fax: (973) 648-4405 elopment Division of Wage and Hour Compliance, PO Box 389 Trenton, New Jersey 08625-0389, (609) 292-2305 MW-17 (R-10-13)

To get more information or file a complaint, contact the **Division on Civil Rights**

submit to genetic testing WITH RESPECT TO: Hiring, Promotion, Transfer, Demotion, Termination, Salary, Benefits, Other Privileges, Conditions or Terms of Employment, Layoff, Harassment, Apprenticeship and Training Programs, Job Referrals, or Union Membership

in the U.S. Armed Forces.

31 Clinton Street

Newark, NJ 07102

Fax: (973) 648-4405

or Domestic Partnership or Civil Union Status, Sex, Pregnancy, Breastfeeding, Gender for Opposing Any Acts Forbidden under the New Jersey Law Against Discrimination Identity or Expression, Disability, Liability for Military Service, Affectional or Sexual REMEDY MAY INCLUDE: An Order Restraining Unlawful Discrimination, Back Pay, Orientation, Atypical Cellular or Blood Trait, Genetic Information (including the refusal to Damages for Pain and Humiliation Experienced as a Result of Unlawful Discrimination, BY: Private or State and Local Government Employers, Employment Agencies, or Labor It is also unlawful to publish employment advertisements which discriminate against persons in

BY: A Proprietor, Manager, Owner, Superintendent Lessee, Agent or Employee

Central Regional Office

Trenton, NJ 08625-0090

140 East Front Street, P.O. Box 090

Fax: (609) 984-3812

Phone: (973) 648-2700 Phone: (609) 292-4605

WITH RESPECT TO: The Services, Facilities, Privileges, or Accommodations Provided by

Public Accommodations (whether or not it has a building, headquarters, office or other

5 Executive Campus, Suite 107

Cherry Hill, NJ 08034

Phone: (856) 486-4080

Southern Regional Office South Shore Regional Office Central Regional Office 140 East Front Street, 5 Executive Campus, P.O. Box 090 Cherry Hill, NJ 08034 Trenton, NJ 08625-0090 Phone: (973) 648-2700 Phone: (609) 292-4605 Phone: (856) 486-4080 Fax: (609) 984-3812 Fax: (856) 486-2255

Ave. & Boardwalk, Atlantic City, NJ 08401 Phone: (609) 441-3100

City, NJ 08401

Phone: (609) 441-3100

rev.4.8.18

@CivilRightsNJ #CivilRightsNJ #StopThe Hate for Financial Loss, Damages for Pain and Humiliation Experienced as a Result of Unlawful