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REPORTING & RECORDKEEPING REQUIREMENTS NOTICE

VERSEY

New Jersey Department of Labor and Workforce Development

Revenue, within the Department of the Treasury, withi

30 days after the end of each quarter. The WR-30 lists the

Division of Revenue, within the Department of the Treasury,

the respective six-month period showing:

period, and

December 31

surance Benefits Law

-mail: emplaccts@dol.nj.gov

P.O. Box 947. Trenton, NJ 08625-0947

hone: 609-292-2810

hapter 194, Laws of New Jersey, 2009, Relating to Employer Obligation to Maintain and Report Records Regarding Wages, Benefits, Taxes and Other Contributions and Asse ents Pursuant to State Wage, Benefit and Tax Laws

Wage 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 seq.)

Each employer must keep a record of each employee which contains the following information . The name of the employee; 2 The address of the employee

3. The birth date of the employee if the employee under the age of 18 4 The total hours worked by the employee each day and

ubsequent six quarters. each workweek Wage reporting: Each employer (other than employers of 5. The earnings of each employee, including the regular domestic service workers) must electronically file a WR-30, "Employer Report of Wages Paid," with the Division of

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

name, social security number and wages paid to each payroll week; employee and the number of base weeks worked by the . Regarding each employee who receives gratuities, daily or weekly reports completed by the employee containing the following information: (a) the 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 employee's social security number, (d) the name and Revenue, within the Department of the Treasury. address of the employer, (e) the calendar day or week Contribution reporting: Each employer (other than covered by the report, and (f) the total amount of

gratuities received; and 3. Regarding each employee for whom the employer laims credit for food or lodging as a cash substitute for and remit the corresponding unemployment insurance, supplemental workforce fund, workforce development the employee who receives food or lodging supplied by the employer, information substantiating the cost of furnishing such food or lodgings, including but not limited to the nature and amount of any expenditures entering into the computation of the fair value of the food or lodging and the date required to compute the amount of the depreciated investment in any assets allocable to the furnishing of the lodgings, including the date of acquisition or construction, the origina cost, the rate of depreciation and the total amount of

accumulated depreciation on such assets. he employer may use any system of time keeping provided that it is a complete, true and accurate record. The mployer 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 employment or in a central office in New Jersey. Prevailing Wage Act (N.J.S.A. 34:11-56.25 et seg.) The

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

2. Address Social security number; Craft or trade: . Actual hourly rate of pay; 5. Actual daily, overtime and weekly hours worked in each craft or trade: 7. Gross pay; Itemized deductions;

Net pay paid to the employee 10. Any fringe benefits paid to approved plans, funds or

programs on behalf of the employee; and 11. Fringe benefits paid in cash to the employee Each public works contractor must, within 10 days of payment 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 mploys one or more apprentices on a public works project must maintain with its records written evidence hat the apprentice or apprentices are registered in an

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

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

employment 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

3. An entry under the heading "special payments" of the

nents of the Wage Payment Law, Wage and Hour

misclassification or other employment related legal obligations

performance of the service, both under a contract of service and in fact; and

This is referred to in New Jersey as the "**ABC test**" for independent contractor status.

No. It does not matter which federal tax form the employer uses to report earnings.

EFORE HIRING ME, DOES THAT MAKE ME AN INDEPENDENT CONTRACTOR?

CALL: 609-292-2321

FAX: 609-292-7801

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

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

employer's burden to show that all three parts of the ABC test are met.

AM I AN EMPLOYEE OR AN INDEPENDENT CONTRACTOR?

enterprise for which such service is performed; and

DO I HAVE TO PROVE THAT I AM AN EMPLOYEE?

mployee under the above-cited New Jersey laws.

the application of the ABC test to those facts.

REPORTING MISCLASSIFICATION

If you believe you are misclassified, email misclass@ni.dol.gov

Mail: New Jersey Department of Labor and Workforce Development Division of Wage and Hour Compliance

MW-400 (3/18)

in lieu of gratuities and tips;

were payable:

Law or Prevailing Wage Act:

E-mail: waaehour@dol.ni.aov

P.O. Box 389. Trenton, NJ 08625-0389

WHAT IS MISCLASSIFICATION

prove all three of the following

profession or business.

of the three above tests.

independent contractors.

none: 609-292-2305

lWD

leave.

collected by the employer and distributed to workers

gifts, which have been paid during the pay period

but which relate to employment in a prior period. The

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 nan cash; gratuities received regularly in the course of

of biological parent with a newborn child, bonding by mporary layoff; individual with newly adopted child: 1. The number of claims for family leave insurance The date separated from employment and the reason for separation; 5. Such information as may be necessary to determin benefits received during the one-year period,

remuneration on a calendar week basis; and 7. The number of base weeks (as the term "base week" is 2. The number of claims for family leave insurance benefits accepted during the one-year period, defined in N.J.S.A. 43:21-19(t)) and wages. 3. The number of workers who received family leave All records referred to in 1. through 7. above must be kept safe and readily accessible at the New Jersey place insurance benefits during the one-year period, 4. The amount of family leave insurance benefits paid of business of the employing unit. All records referred to during the one-year period, 5. The average weekly family leave insurance benefit in 1. through 7. above must be retained for the current calendar year and for the four preceding calendar years. during the one-year period, . The amount of sick leave, vacation leave or other fully Once an employer becomes inactive, the employer must keep all records referred to in 1. through 7. above for the

paid time, which resulted in reduced benefit duration during the one-year period. 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 8. The average duration of family leave insurance benefits

in days, during the one-year period. The information reported in 1. through 8. above mus employee during the calendar quarter. Each employer of domestic service workers (as the term "domestic service" be broken down by sex and by age group, beginning at 25 years and under and increasing in increments of be broken down by sex and by age group, beginning 10. On or before the 30th day following the close of each calendar year during which a self-insured private plan for family leave insurance is in effect, the employer must file a report with the Division of Temporary Disability Insurance

loyers of domestic service workers) must electronically file an NJ--927, "Employer's Quarterly Report," with the 1. The amount of funds available at the beginning of that year for payment of family leave insurance benefits, . The amount contributed by workers during that year, . The direct cost of administration of the plan during that year,

partnership fund, temporary disability insurance and family leave insurance contribution payments, within 30 days after the end of each quarter. The NJ-927 lists the total 4. The number of employees covered by the plan as of December 31, and

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

period, the number of workers insured under a "private plan" for temporary disability insurance and the number orkers' Compensation Law (N.J.S.A. 34:15-1 et seq. of workers insured under a "private plan" for family leave Upon the happening of an accident or the occurrence surance. Each emplover of domestic service workers (as any occupational disease, an employer who has insuran the term "domestic service worker" is defined in N.J.A.C. 12:16-13.11(c)) must file an annual, rather than quarterly, coverage or utilizes a third-party administrator sh mptly furnish the insurance carrier or the third-pa JJ-927H, "Domestic Employer's Annual Report," with the administrator with accident or occupational disea Division of Revenue, within the Department of the Treasury. information. Within three weeks after an accident emporary Disability Insurance and Family Leave upon knowledge of the occurrence of an occupation Insurance information: Each employer must retain all disease, every insurance carrier, third-party administrat ecords pertaining to any election to discontinue a private statutory non-insured employer, including the Sta plan for temporary disability insurance and/or family leave counties, municipalities and school districts, and d surance benefits and must make such records available authorized self-insured employer not utilizing a thi or inspection by the Division of Temporary Disability party administrator must file a report designated as "f nsurance for a one-year period from the date that the notice of accident" in electronic data interchange me vate plan is terminated. Each employer having a private with the Division of Workers' Compensation through t plan for temporary disability insurance and/or family mpensation Rating and Inspection Bureau in a forr eave insurance must, within 10 days after the Division of scribed by the Compensation Rating and Inspecti emporary Disability Insurance has mailed the employer Bureau. When filed by an insurance carrier or third-pa request for information with respect to a period of administrator, the report must also be sent to the employ disability, furnish the Division with any information If the employer disagrees with the report, the employer requested or known to the employer which may bear may prepare and sign an amended report and file t upon the eligibility of the claimant. Each employer having two or more approved private plans in effect during a amended report with the insurance carrier or third-party administrator. The amended report must then be filed calendar half-year or any portion thereof must, on or electronically with the Division through the Compensation before the 30^{th} day following the close of the calendar half-year, file a report showing the amount of taxable wages Rating and Inspection Bureau. Every insurance carrier providing workers' compensation insurance and ever paid during such calendar half-year to employees while workers' compensation self-insured employer shal covered under each such private plan. Each employer who provides temporary disability insurance to its employees designate a contact person who is responsible for responding to issues concerning medical and temporary hrough a self-insured private plan must, for the six-month disability benefits where no claim petition has been filed periods ending June 30 and December 31 of each calendar or where a claim petition has not been answered. The ful year during which the self-insured private plan is in effect. name, telephone number, mailing address, email addres file a statement with the Division of Temporary Disability and fax number of the contact person must be submitted Insurance, on or before the 30th day following the end of to the Division of Workers' Compensation utilizing the Division's contact person form in the manner instructed 1. The number of claims received during the six-month on the form. Each employer, when directed to do so by the Division of Workers' Compensation, must submit to the 2. The number of claims accepted during the six-month Division of Workers' Compensation copies of such medica

certificates and reports as it may have on file. 3. The amount of benefits paid during the six-month Gross Income Tax Act (N.J.S.A. 54A:1-1 et seq.) Employer's Quarterly Report: The Employer's Quarterly Such other information as the Division of Temporary eport, NJ-927, reports New Jersey Gross Income Tax Disability Insurance may require with respect to the financial ability of the self-insurer to meet the selfwithheld, unemployment insurance, supplementa workforce fund, workforce development partnership func mily leave insurance and temporary disability insurance wage and withholding information. Each employer required to electronically file an Employer's Quarterl Report, NJ-927, for each calendar quarter, regardless o the amount of tax actually due for a particular guarter Quarterly reports are due on the 30th day of the month following the end of each quarter. Employers of "domestic service workers" may report and pay New Jersey Gross Income Tax withheld on an annual, rather than guarterly

basis on an NJ-927H.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

NEW JERSEY & FEDERAL LABOR LAW POSTER

FEDERAL MINIMUM WAGE \$7.25 BEGINNING JULY 24, 2009

The law requires employers to display this poster needs to express breast milk. Employers must provide pay provisions. where employees can readily see it. OVERTIME PAY At least 1 ½ times your regular rate of view and free from intrusion from coworkers and the Special provisions apply to workers in American a place, other than a bathroom, that is shielded from amoa, the Commonwealth of the Northern pay for all hours worked over 40 in a workweek. public, which may be used by the employee to Mariana Islands, and the Commonwealth of Puerto HILD LABOR An employee must be at least 16 years express breast milk. old to work in most non-farm jobs and at least 18 to **ENFORCEMENT** The Department has authority to Some state laws provide greater employee work in non-farm jobs declared hazardous by the recover back wages and an equal amount in protections; employers must comply with both. Some employers incorrectly classify workers a Secretary of Labor. Youths 14 and 15 years old may liquidated damages in instances of minimum wage, outside school hours in various non- overtime, and other violations. The Department may "independent contractors" when they are actually manufacturing, non-mining, non-hazardous jobs litigate and/or recommend criminal prosecution employees under the FLSA. It is important to know the difference between the two because employee with certain work hours restrictions. Different rules Employers may be assessed civil money penalties for apply in agricultural employment. each willful or repeated violation of the minimum (unless exempt) are entitled to the FLSA's minimum CREDIT Employers of "tipped employees" who wage or overtime pay provisions of the law. Civil wage and overtime pay protections and correctly meet certain conditions may claim a partial wage money penalties may also be assessed for violations classified independent contractors are not. credit based on tips received by their employees. of the FLSA's child labor provisions. Heightened civil Certain full-time students, student learners loyers must pay tipped employees a cash wage of money penalties may be assessed for each child labor apprentices, and workers with disabilities may be at least \$2.13 per hour if they claim a tip credit against violation that results in the death or serious injury of paid less than the minimum wage under specia their minimum wage obligation. If an employee's tips any minor employee, and such assessments may be certificates issued by the Department of Labor. mbined with the employer's cash wage of at least doubled when the violations are determined to be 11088 REV 04/23 \$2.13 per hour do not equal the minimum hourly willful or repeated. The law also prohibits retaliating age, the employer must make up the difference. against or discharging workers who file a complain MP AT WORK The FLSA requires employers to or participate in any proceeding under the FLSA. provide reasonable break time for a nursing employee **ADDITIONAL INFORMATION** to express breast milk for their nursing child for one $\,\cdot\,$ Certain $\,$ occupations $\,$ and $\,$ establishments $\,$ are

б<u>р</u>ая ar after the child's birth each time the employee exempt from the minimum wage, and/or overtime

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.

Date	Most Employers	Seasonal & Small Employers (fewer than 6)	Agricultural Employers	Cash Wage for Tipped Workers	Wage for Long-Term Care Facility Direct Care Staff Members	which they are enrolled at not less than 85% of the ef minimum wage rate; outside sales person; sales person of vehicles; part time employees primarily engaged in the ca tending of children in the home of the employer; and u under 18 (EXCEPT that minors under 18 in the first proces
1-1-2020	\$11	\$10.30	\$10.30	\$3.13	\$11, \$14 as of 11/1/20	farm products, hotels, motels, restaurants, retail, beauty c
1-1-2021	\$12	\$11.10	\$10.30	\$4.13	\$15	laundry, cleaning, dyeing, light manufacturing and an occupations are covered by the wage order rates as above vocational school graduates with special permits under child laber law as covered by the statutory state.
1-1-2022	\$13	\$11.90	\$11.05	\$5.13	\$16	
1-1-2023	\$14.13	\$12.93	\$12.01	\$5.26	\$17.13	Child Labor Law are covered by the statutory rate). Employ summer camps, conferences and retreats operated by
1-1-2024*	\$15.13	\$13.93	\$12.81	\$5.26	\$18.13	nonprofit or religious corporation or association are ex from minimum and overtime rates during the months of
	um wage rates Price Index (CP		t the amounts lis	ted above, but co	ould be higher based on the	LABOR ON A FARM AT PIECE-RATE Employees engage
	orked in exc				ee's regular hourly rate specifically provided by	piece-rate basis to labor on a farm shall be paid for eac worked not less than the minimum hourly wage rate mul by the total number of hours worked.
2		ne entitlement are				

executive, administrative, and professional employee employees engaged in labor on a farm or relative to raising or care of livestock; and limousine drivers.

WAGE ORDER AND REGULATIONS Employees in the occupations found below are covered by this wage order and regulations and must be paid not less than the statutory minimum wage rate. • First processing of farm products Food service (restaurant industry) Hotel and motel Seasonal amusemer These regulations are contained in N.J.A.C. 12:56-11.1 et seq.

Enforced by: NJ Department of Labor and Workforce Developmen

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

This and other required employer posters are available free online at nj.gov/labor. If you need this document in Braille or large print, call 609-292-2305. TTY users can contact this department through the New Jersey Relay: 7-1-1.

Display this poster in a conspicuous place

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

detector tests TIONS Employers are generally prohibited from requiring or requesting lining, or discriminating against an employee or prospective employee for to have test results disclosed to unauthorized persons.

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

OSHA®



All workers have the right to:

A safe workplace.

• Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.

Receive information and training on job hazards, including all hazardous substances in your workplace.

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

 Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.

File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.

See any OSHA citations issued to your employer.

 Request copies of your medical records. tests that measure hazards in the

Employers must:

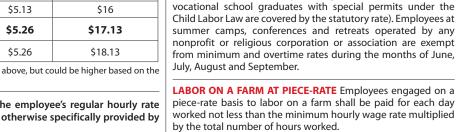
- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA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

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

- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

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





\$250 for a first violation and up to a maximum of \$500 for each subsequent violation. The employer shall also pay the Commissione an administrative fee equal to not less than 10% or 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.

DOL







PENALTIES Any employer who violates any provisions of this act shall be guilty 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 sanctions provided by law for violations, the Commissioner is authorized to ssess and collect administrative penalties, up to a maximum of

WAGE AND HOUR DIVISION

IITED STATES DEPARTM

OF LABOR

1-866-487-9243

www.dol.gov/agencies/who

WHE

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 crimination. For further information, contact the EEOC at 800-669-4000 or at <u>www.eeoc.gov</u>.

NEW JERSEY LAW The New Jersey Law Against Discrimination (LAD) prohibits employment discrimination based on, among other things, an individual's sex. LAD claims can be filed with the New Jersey Division on Civil Rights (NJDCR) or directly in court. Remedies under the LAD may include an order restraining unlawful discrimination, back pay, and ges. Another State law, N.J.S.A. 34:11-56.1 et seg., prohibits discr n the rate or method of p payment of wages to an 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 <u>www.njcivilrights.gov</u>. For information concerning <u>N.J.S.A</u>. 34:11-56.1 et seq., contact the Division of Wage and Hour Compliance within the NJDLWD at 609-292-2305 or at <u>http://lwd.state.nj.us</u>. This notice must be conspicuously displayed. AD-290 (1/14)

The Department of Labor's Office of Federal Contract Compliance Programs **Protected Veteran Status** The Vietnam Era Veterans' Readjustment Assistance (OFCCP) enforces the nondiscrimination and affirmative action commitments of Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination npanies doing business with the Federal Government. If you are applying for a against, and requires affirmative action to recruit, employ, and advance in iob with, or are an employee of, a company with a Federal contract or subcontract, employment, disabled veterans, recently separated veterans (i.e., within three you are protected under Federal law from discrimination on the following bases: years of discharge or release from active duty), active duty wartime or campaigr Color, Religion, Sex, Sexual Orientation, Gender Identity, National badge veterans, or Armed Forces service medal veterans igin Executive Order 11246 as amended, prohibits employment discrimination **Retaliation** Retaliation is prohibited against a person who files a complaint of by Federal contractors based on race, color, religion, sex, sexual orientation, discrimination, participates in an OFCCP proceeding, or otherwise opposes

nder identity, or national origin, and requires affirmative action to ensure discrimination by Federal contractors under these Federal laws. Any person who ity of opportunity in all aspects of employment believes a contractor has violated its nondiscrimination or aff

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 lev a sus empleados Si necesita este documento en algún otro idioma que no sea inglés o español, sírvase llamar al (609) 292-7832.

AD-270.1 (10/19)

AD-289 (4/22)

lW/D

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

Las leyes 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 Título 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 paque 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 de la persona. Las reclamaciones acordes a EPA se pueden presentar ya sea ante la EEOC o directamente antes los tribunales. Entre los recursos legales conforme a EPA están: la retribución de las sumas de salarios o sueldos que el empleador deba, además de una suma adicional equivalente por daños y perjuicios liguidados. 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 la: 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 se dispone para presentar reclamáciones por discriminación laboral. Para mayor información, comuníquese con la EEOC, llámando al 800-669-4000 o en www.eeoc.gov.

LEYES DE NEW JERSEY La Ley contra la Discriminación en New Jersey (LAD, por sus siglas en inglés) prohíbe la discriminación laboral debido al género de la persona, entre otras cosa: Las reclamaciones conforme a LAD se pueden presentar a la División de Derechos Civiles de New Jersey (NJDCR, por sus siglas en inglés) o directamente ante los tribunales. Entre los recursos legales conforme a LAD están: una orden que prohíba los actos ilícitos de discriminación, que se pague remuneración con carácter retroactivo, y que se pague por daños compensatorios y punitivos. Otra ley estatal, N.J.S.A. 34:11-56.1 y siguientes, también prohíbe la discriminación respecto a la tasa salarial o el método de pago de salarios al empleado debido a su género. Las reclamaciones conforme a esta ley contra la discriminación con respecto a los salarios se pueden presentar ante el Departamento de Trabajo y Desarrollo de la Fuerza Laboral de New Jersey (NJDLWD, por sus siglas en inglés) o directamente antes los tribunales. Entre los recursos legales conforme a esta ley están: la retribución de las sumas de salarios o sueldos que le dében, además de una suma adicional equivalente por daños y perjuicios liquidados. Se le ruega tenga en cuenta que conforme a la ley estatal contra 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 nformación relacionada con las reclamaciones conforme a LAD, comuníquese con NJDCR, llamando al 609-292-4605 o en www.njcivilrights.gov. Para obtener información acerca de N.J.S.A. 34:11-56.1 y siguientes, comuníquese con la División de Cumplimiento de Horarios y Salarios (DWHC), del NJDLWD, llamando al 609-292-2305 o en http://lwd.state.nj.us.

Este aviso se debe exponer a la vista de todos.

UNEMPLOYMENT COMPENSATION

New Jersey Department of Labor and Workforce Developmen

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 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, laim for unemployment insurance benefits as soon as possible. The easiest, quickest way visit *myleavebenefits.nj.gov* or call 609-292-7060. is to file online at *myunemployment.nj.gov*. You can also file a claim over the phone by contacting our Reemployment Call Centers at one of these numbers listed below. Note, if you were a maritime employee in the last 18 months or live outside of the United States, you must file your claim over the phone. Be prepared to have information about yourself, your employer and your work history available when filing your claim.

Private Disability Insurance Plan ("private plan") - New Jersey employers have the option of providing coverage to their employees through an approved private plan instead of the state plan. If you are covered under a private plan, your employer's insurance carrier is responsible for processing and paying benefits on your disability claim. If you become disabled, ask your employer for the form you need to claim benefits under the private plan. 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 Disability Insurance - Benefits are payable to New Jersey workers who suffer a non-workrelated illness, injury, or other medical condition that prevents them from working. emporary disability insurance coverage includes new and expecting mothers during their final weeks of pregnancy and recovery. If you become disabled and wish to apply for disability benefits, start by asking whether your employer participates in the state disability insurance plan or has a private insurance plan.

Who pays for Unemployment & Temporary Disability Programs? - These programs are paid for by payroll taxes paid by employers and employees. Your employer is **authorized to** deduct worker contributions (tax) from your wages. The deductions must be noted or your pay envelope, paycheck, or on some other form of notice. The amount of wages that are 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 Workforce Development/Supplemental Workforce Funds. If an approved private plan is noncontributory, no contributions can be deducted from workers' wages for disability insurance. Your employer's contributions are based in part on their employment experience.

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MW-565 (1/19

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

nforced by: NJ Department of Labor and Workforce Development Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387 This and other required employer posters are available free online at nj.gov/labor, or from the Office of Constituent Relations, PO Box 110, Trenton, NJ 08625-0110 • 609-777-3200. The New Jersey Department of Labor and Workforce Development is an equal opportunity employer with equal opportunity programs. Auxiliary aids and services are available upon equest to individuals with disabilities

NEW JERSEY EARNED SICK LEAVE

New Jersey Department of Labor and Work force Development

New Jersey Earned Sick Leave Notice of Employee Rights

Under New Jersey's Earned Sick Leave Law, most employees have a right to accrue up to 40 hours of earned sick leave per year. Go to 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.

AD-290S (1/14)

mount of Earned Sick Leave Your employer must provide up to a total of 40 hours of earned sick leave every benefit year. Your employer's benefit year is:

Start of Benefit Year End of Benefit Year

Rate of Accrual You accrue earned sick leave at the rate of 1 hour for every 30 hours worked, up to a maximum of 40 hours of leave per benefit year. Alternatively, your employer can provide you with 40 hours of earned sick leave up front.

Date Accrual Begins You begin to accrue earned sick leave on October 29, 2018, or on your first day of employment, whichever is later. Exception: If you are covered by a collective bargaining agreement that was in effect on October 29, 2018, you begin to accrue earned sick leave under this law beginning on the date that the agreement expires. Date Earned Sick Leave is Available for Use You can begin using earned sick leave accrued under this law on February 26, 2019, or the 120th calendar day after you begin employment, whichever is later. However, your employer can provide benefits that are more generous than those required under the law, and can permit you to use sick leave at an earlier date.

Acceptable Reasons to Use Earned Sick Leave You can use earned sick leave to take time off from work when:

• You need diagnosis, care, treatment, or recovery for a • You or a family member have been the victim of domestic violence or sexual violence and need time for treatment, mental or physical illness, injury, or health condition; or

mental or physical illness, injury, or health condition; or		counseling, or to prepare for legal proceedings.
you need preventive medical care.	•	You need to attend school-related conferences, meetings, or events regarding your child's education; or to
You need to care for a family member during		attend a school-related meeting regarding your child's health.
diagnosis, care, treatment, or recovery for a mental		Your employer's business closes due to a public health emergency or you need to care for a child whose school
or physical illness, injury, or health condition; or your		or child care provider closed due to a public health emergency.
family member needs preventive medical care.		

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

ramity members the law recognizes the following individuals as family members:								
 Domestic partner or civil union partner 	Sibling of an employee's spouse, domestic partner, or							
Parent	civil union partner							
Grandparent	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							
employee's parent or grandparent	employee is the equivalent of family							
	 Domestic partner or civil union partner Parent Grandparent Spouse, domestic partner, or civil union partner of an 							

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. Documentation Your employer can require reasonable documentation if you use earned sick leave on 3 or more consecutive work days, or on certain dates specified by the employer. The law prohibits employers from requiring your health care provider to specify the medical reason for your leave. Inused 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 ernatively, your employer can offer to purchase your unused earned sick leave at the end of the

Advance Notice If your need for earned sick leave is foreseeable (can be planned in advance), your employer can require up to 7 days' advance notice of your intention to use

About, Disclosing, or Discu sing Pay Executive Order 11246, as obligations under OFCCP's authorities should contact immediately nended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their

compensation or the compensation of other applicants or employees ty Section 503 of the Rehabilitation Act of 1973, as amended, protects aualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects If you are deaf, hard of hearing, or have a speech disability, please dial 7–1– of employment by Federal contractors. Disability discrimination includes not to access telecommunications relay services. OFCCP may also be contacted making reasonable accommodation to the known physical or mental limitations of by submitting a guestion online to OFCCP's Help Desk at an otherwise qualified individual with a disability who is an applicant or employee, <u>https://ofccphelpdesk.dol.gov/s/</u>, or by calling an OFCCP regional or district barring undue hardship to the employer. Section 503 also requires that Federal office, listed in most telephone directories under U.S. Government, Department contractors take affirmative action to employ and advance in employment qualified of Labor and on OFCCP's "Contact Us" webpage at individuals with disabilities at all levels of employment, including the executive level. <u>https://www.dol.gov/agencies/ofccp/contact</u>.

The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1–800–397–6251 (toll-free)

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

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

FMLA - EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act

What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law • If advance notice is not possible, give notice as soon as possible. that provides eligible employees with **job-protected leave** for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division information to your employer so they can determine whether the leave qualifies (WHD) enforces the FMLA for most employees. Eligible employees can take up to for FMLA protection. You must also inform your employer if FMLA leave was 2 workweeks of FMLA leave in a 12-month period for previously taken or approved for the same reason when requesting additionation leave. Your employer may request certification from a health care provider to The birth, adoption or foster placement of a child with you, Your serious mental or physical health condition that makes you unable to work, Fo care for your spouse, child or parent with a serious mental or physical health 🛛 FMLA does not affect any federal or state law prohibiting discr

condition, and

child or parent who is a military servicemember. FMLA leave in a single 12-month period to care for the servicemember. You have otherwise permitted, you may take FMLA leave intermittently in separate employer must:

blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more information. FMLA leave is not paid leave, but you may choose, or be required by your employer, to use any ided paid leave if your employer's paid leave policy covers the ason for which you need FMLA leave.

m I eligible to take FMLA leave? You are an eligible employee if all of the ing apply

You work for a covered employer,

You have worked for your employer at least 12 months, bu have at least 1,250 hours of service for your employer during the 12 months before your leave, and

Your employer has at least 50 employees within 75 miles of your work location. Airline flight crew employees have different "hours of service" requirements. You

work for a **covered employer** if <u>one</u> of the following applies: You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,

You work for an elementary or public or private secondary school, or (ou work for a public agency, such as a local, state or federal government

agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management. ow do I request FMLA leave? Generally, to request FMLA leave you <u>must:</u>

NO SMOKING NOTICE

NO SMOKING

VIOLATORS ARE SUBJECT TO FINE.

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

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

verify medical leave and may request certification of a qualifying exigency. The nination o supersede any state or local law or collective bargaining agreement that provides Certain gualifying reasons related to the foreign deployment of your spouse, greater family or medical leave rights. State employees may be subject to certain mitations in pursuit of direct lawsuits regarding leave for their own serious An eligible employee who is the spouse, child, parent or next of kin of a covered health conditions. Most federal and certain congressional employees are also prvicemember with a serious injury or illness may take up to 26 workweeks of covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress. the right to use FMLA leave in **one block of time.** When it is medically necessary What does my employer need to do? If you are eligible for FMLA leave, you

> Allow you to take job-protected time off work for a qualifying reason, Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and

Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave. Your employer cannot interfere with your FMLA rights or threaten or punish

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

eligible, your **employer <u>must</u> notify you in writing:** • About your FMLA rights and responsibilities, and · How much of your requested leave, if any, will be FMLA-

protected leave. Where can I find more information? Call 1-866-487-9243

or visit **dol.gov/fmla** to learn more. If you believe your rights under the FMLA have been violated, you may file a complaint

with WHD or file a private lawsuit against your employer in court. Scan the QR code to WAGE AND HOUR DIVISION earn about our WHD

UNITED STATES DEPARTMEN complaint process. OF LABOR

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

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

PAYMENT OF WAGES

Display this poster in a conspicuous place Chapter 173, Laws of New Jersey, 1965: Relating to

Payment of Wages

All Employers Must Pay Wages to All Employees in Full at Least Twice a with the payment schedule contained in the original purchase or loan agreement Calendar Month. Executive and supervisory employees, however, may be paid at • safety equipment • U.S. government bonds • costs and fees to replace employee least once a calendar month. Payment must be made on regular paydays identification for access to sterile or secured areas of airports • contributions for designated in advance. When a payday falls on a non-work day, payment must be organized and recognized charities • rental of work clothing or uniforms or for made on the immediately preceding work day, unless a collective bargaining laundering or dry cleaning of work clothing or uniforms • labor union dues and agreement states otherwise. Pay periods must not end more than 10 working fees health club membership fees child care services.

without difficulty.

Employees leaving or terminated for any reason, including labor disputes, must employment ended. An additional 10 days may be allowed when a labor dispute involves payroll

assessments. mployees.

Employees paid on an incentive system must be paid a reasonable estimate of wages due until exact amounts are known.

Payment may be made through regular pay channels or by mail if requested by the employee. any provision of this act is guilty of a disorderly persons offense. Upon conviction,

s unlawful to make any agreement for payment other than as provided in this

days before payday, when payment is made on a regular payday. If payment is by All Employers Must: •Notify employees when they are hired the rate of pay and check, arrangements must be made to allow employees to cash the full check the regular payday. Notify employees of changes in pay rates or paydays prior to the changes. •Give each employee a statement of deductions each pay period. •Make and keep records for employees, including wages and hours, and make be paid all wages due not later than the regular payday for the period in which such records available for inspection. •Provide employees when they are hired a required notice (form MW-400) describing the employer's obligation to maintain

> and report records regarding wages, benefits, taxes and other contributions and The Commissioner of Labor and Workforce Development will enforce and administer the provisions of this act. The Commissioner or an authorized representative has the power to make all necessary inspections of establishments and records. Any employer who knowingly and willfully violates

> > NEW JERSEY LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT

1-833-NJDCR4U | NJCivilRights.gov

711 (Relay Service)

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

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

#CivilRightsN.

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

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

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

Eligible Employees To be eligible, the employee must have worked at least 1,000 hours against the employee's entitlement under each respective law. ng the immediately preceding 12-month period. Further, the employee must have Notice and Documentation of NJ SAFE Act Leave Employees eligible to take leave worked for an employer in the State that employs 25 or more employees. Covered Reasons for NJ SAFE Act Leave NJ SAFE Act leave may be taken for the purpose under the NJ SAFE Act must, if the necessity for the leave is foreseeable, provide the employer with written notice of the need for the leave, unless an emergency or other of engaging in any of the following activities by (1) an employee who is a victim of unforeseen circumstance precludes prior notice. The employee must provide the

domestic violence or a sexually violent offense, or (2) an employee whose parent-in-law, employer with written notice as far in advance as reasonable and practicable under the sibling, grandparent, grandchild, child, parent, spouse, domestic partner, or civil union circumstances. The employer has the right to require the employee to provide the partner, or any other individual related by blood to the employee, or any other individual employer with documentation of the domestic violence or sexually violent offense that is that the employee shows to have a close association with the employee which is the the basis for the leave. The employer must retain any documentation provided to it in this equivalent of a family relationship, is a victim of domestic violence or a sexually violent 🛛 manner in the strictest confidentiality, unless the disclosure is voluntarily authorized in ffense: (1) Seeking medical attention for, or recovering from, physical or psychological writing by the employee or is required by a federal or State law, rule or regulation injuries caused by domestic or sexual violence (2) Obtaining services from a victim services organization (3) Obtaining psychological or other counseling (4) Participating in safety planning, temporarily or permanently relocating, or taking other actions to threatening to discharge, harass or otherwise discriminate against an employee with increase the safety from future domestic violence or sexual violence or to ensure the respect to the compensation, terms, conditions or privileges of employment on the basis economic security (5) Seeking legal assistance or remedies to ensure health and safety (6) that the employee took or requested any leave that the employee was entitled to under Attending, participating in or preparing for a criminal or civil court proceeding relating to the NJ SAFE Act, or on the basis that the employee refused to authorize the release of an incident of domestic or sexual violence

NOMBRE

family member.

SCAN ME

of a family relationship.

(gestational carrier) is included in this definition.

ernment entity, regardless of size;

status • Sex • Sexual orientation

in a protected class

The EMPLOYEE has worked for that employer for at least 1 year,

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

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

or additional leave under the federal Family and Medical Leave Act.

711 (Relay Service) #CivilRightsNJ

1-833-NJDCR4U | NJCivilRights.gov

AND has worked at least 1,000 hours in the past 12 months; and

When NJ SAFE Act Leave May Be Taken Leave under the NJ SAFE Act must be used in Seeking a Remedy Under the NJ SAFE Act To obtain relief for a violation of the NJ SAFE the 12-month period immediately following an instance of domestic violence or a Act, an aggrieved person must file a private cause of action in the Superior Court within sexually violent offense. The unpaid leave must be taken at least one day at a time, and one year of the date of the alleged violation. Learn more at nicourts gov. Need Additional Support? You and your loved one deserve help coping with and mav be taken intermittentlv NJ SAFE Act and Other Leave Laws Unpaid leave under the SAFE Act shall run finding safety from domestic or sexual violence. For additional support, contact:

concurrently with any paid vacation leave, personal leave, or medical or sick leave, or any amily temporary disability leave benefits, that the employee elects to use during any part of the 20-day period of unpaid leave. If the employee requests leave for a reason covered by both the NJ SAFE Act and the Family Leave Act, N.J.S.A. 34:11B-1 et seq., or the federal

the employee or with whom the employee has a close association that is the equivalent

A child gained by way of a valid written contract between the parent and a surrogate

Women's Referral Central 1-800-322-8092 amily and Medical Leave Act, 20 U.S.C. 2601 et seq., the leave shall count simultaneously New Jersey Department of Labor and Workforce Development

NEW JERSEY FAMILY MEDICAL LEAVE INSURANCE

New Jersey Department of Labor and Workforce Development

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

New Jersey 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 and an application for family leave benefits (form FL-1) online at myleavebenefits.nj.gov, ermittent 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, benefits to: Trenton, NJ 08625-0387. bond with a child within 12 months of the child's birth or placement by adoption or foster
 New mothers who receive temporary disability benefits through the state plan for their

care. The applicant, or the applicant's spouse or domestic or civil union partner, must be pregnancy will get instructions on how to file for family leave benefits after the child is born. the child's biological, adoptive or foster parent, unless a surrogate carried the child. **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 care for a family member with a serious health condition. Supporting documentation rom a health care provider is mandatory. care for a victim of domestic violence or a sexually violent offence or for a victim's

your employer has an approved private plan, your employer must provide information about coverage and provide the forms to apply for benefits. Who pays for Family Leave Insurance? Payroll contributions from employees finance this "Family member" means a child, parent, parent-in-law, sibling, grandparent, grandchild,

program. Family leave insurance coverage under the state plan will require contributions spouse, domestic partner, civil union partner, and any other person related by blood to to be deducted from employee wages. The deductions must be noted on the employee's 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 "Child" means a biological, adopted, or foster child, stepchild or legal ward of a parent. and temporary disability insurance.

information deemed confidential under the NI SAFE Act Learn more at myworkrights gov

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

PR-2 (4/19)

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 d Workforce Development is an equal opportunity employer with equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilitie

THE NEW JERSEY FAMILY LEAVE ACT

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

The LEAVE is being taken to: Employers generally must provide NJFLA leave if ▶ The EMPLOYER has at least 30 employees worldwide OR is a

• Care for or bond with a child within 1 year of the child's birth or replacement for adoption or foster care: Care for a family member, or someone who is the equivalent of family, who has a serious health condition, or who has been isolated or quarantined because of suspected exposure to a communicable disease (including COVID-19) during a state of emergency; or

Display this poster in a conspicuous place

contact the **Division on Civil Rights**

Provide required care or treatment for a child during a state of emergency if their school or place of care is closed due to an epidemic of a communicable disease (including COVID-19) or other public health emergency. Remedies may include money damages, an order to stop violating the Act, adoption of new policies and procedures,

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

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

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

attorney's fees, and more. To get more information or file a complaint,



No one can retaliate against you for attempting to take or taking NJFLA leave, reporting NJFLA violations, or exercising other rights under the NJFLA All entitles subject to the New Jersey Family Leave Act, N.J.S.A. 34:11B-1 et seq., shall display this official poster in places easily visible to all employees and applicants for employment

NEW JERSEY LAW PROHIBITS DISCRIMINATION IN PLACES OF PUBLIC ACCOMMODATION The New Jersey Law Against Discrimination (LAD) prohibits discrimination and harassment in places of public accommodation

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

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

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

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

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

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

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

Your employer cannot retaliate against you for:

• Requesting and using earned sick leave · Participating in an investigation regarding an alleged violation of the law, and Filing a complaint for alleged violations of the law Informing another person of that person's potential rights under the law. · Communicating with any person, including co-workers, about any violation of the law

Retaliation includes any threat, discipline, discharge, demotion, suspension, or reduction in hours, or any other adverse employment action against you for exercising o 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/complat* filing_wage_claim.html or by calling 609-292-2305 between the hours of 8:30 a.m. and 4:30 p.m., Monday through Friday Keep a copy of this notice and all documents that show your amount of sick leave accrual and usage. You have a right to be given this notice in English and, if available, your primary language. For more information visit the website of the Department of Labor and Workforce Development: nj.gov/labor.

Enforced by: NJ Department of Labor and Workforce Development Division of Wage and Hour Compliance, PO Box 389, Trenton, NJ 08625-0389 • 609-292-2305 This and other required employer posters are available free online at *nj.gov/labor*, or from the Office of Constituent Relations, PO Box 110, Trenton, NJ 08625-0110 609-777-3200. If you need this document in Braille or large print, call 609-292-2305. TTY users can contact this department through the New Jersey Relay: 7-1-1.

Display this poster in a conspicuous place

mployer will be punished by a fine of at least \$100 but not n act, except to pay at shorter intervals or to pay wages in advance. Wages due a deceased employee may be paid to the survivors in the order of preference as and distinct offense. As an alternative to or in addition to any other sanctions outlined in the statute. allowed by law for violations, the Commissioner is authorized to assess and collect No Deductions from Employees' Wages are Permitted Except: Amounts administrative penalties, up to \$250 for a first violation and up to \$500 for each authorized by New Jersey or United States Law or payments to correct payroll subsequent violation. The employer will also pay the Commissioner and errors. Contributions or payments authorized by employees either in writing or administrative fee equal to at least 10% but not more than 25% of any payment due under a collective bargaining agreement for: to employees. The Commissioner may, after giving the employer or successor firm Employee welfare • insurance • hospitalization • medical or surgical or both • notice and an opportunity for a hearing in accordance with the "Administrative ion • retirement • profit-sharing plans • group or individual retirement Procedure Act," PL 1968, c.410 (C.52:14B-1 et seq.), issue a written determination annuity plans • individual retirement accounts at any state or federally chartered directing any appropriate agency to suspend any one or more licenses that are held bank, savings bank, or savings and loan association • company-operated thrift by the employer or success or firm, for a period of time determined by the plans • security option or security purchase plans to buy marketable securities • Commissioner. Note: The Division of Wage and Hour Compliance applies New employee personal savings accounts such as a credit union, savings fund society, Jersey's labor laws without regard to a worker's legal status. The Division does not avings and loan or building and loan association. Christmas, vacation or other investigate or inquire into the legal status of any worker. The Division does not savings funds • purchase of company products or employer loans in accordance share information with "Immigration."

Enforced by: Division of Wage and Hour Compliance NJ Department of Labor and Workforce Development PO Box 389, Trenton, NJ 08625-0389 • 609-292-2305 DO his and other required employer posters are available free online at nj.gov/labor. MW-17 (4/22

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

Based on Actual or Perceived • Race or color • Religion or creed • Disability • Age • Sex The law applies to all employers (including labor unions, apprenticeship and training • Gender identity or expression • Liability for military service • Sexual orientation • National programs and employment agencies) and in all aspects of employment, including but origin, nationality, or ancestry • Pregnancy or breastfeeding • Marital or domestic not limited to:• Recruitment and job posting • Interviews and hiring decisions • Promotion partnership or civil union status • Atypical cellular or blood trait, genetic information or transfer • Termination or demotion • Compensation, including salary and benefits • All including the refusal to submit to genetic testing terms, conditions, or privileges of employment • Membership in a union The law means people cannot be treated differently, harassed, or otherwise Remedies may include money damages, an order to stop discrimination or harassment, discriminated against at work based on their membership in a protected class adoption of new policies and procedures, attorney's fees, and more.

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



NJ CIVIL RIGHTS @CivilRightsNJ #CivilRightsNJ #StopThe Hate

NJ CIVIL RIGHTS

NJ-0723-F04

No one can retaliate against you for reporting LAD violations, filing a discrimination complaint, or exercising other rights under the LAD All employers, employment agencies and labor organizations shall display this official poster in places easily visible to all employees and applicants for employment. N.J.A.C. 13:8-1.2