does any of the following:

of patient care; or

(2) is fraudulent or criminal; or

La Ley de protección al empleado consciente

Ley de protección del denunciante"

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

Divulgue o amenace con divulgar, va sea a un supervisor o a una agencia pública toda actividad, directriz o norma

orrogue o amenace con riungar, y ace a un superiror o a una egenua pubuta utoa acumato, mecuto y norma del empleador o de cualquier otro empleador con el que exista una relación de negocios y que el empleado tiene motivos fundados para pensar que violan alguna ley, o en el caso de un trabajador licenciado o certificado de la salud y que tiene motivos fundados para pensar que se trata de una manera inadecuada de atención al paciente; 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 e

que exista una relación de negocios; o en el caso de un trabajador licenciado o certificado de la salud que facilite

soure la caludad de la alerticuri al paciente; o 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

Ofrece información con respecto a toda actividad que se pueda percibir como delictiva o fraudulenta, toda directiva

o práctica engañosa o de tergiversación que el empleado tenga motivos fundados para pensar que pudieran estafar

sobre la calidad de la atención al paciente: o

nación o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia o indagación

# **NEW JERSEY** LABOR LAW POSTINGS



### **FAMILY LEAVE ACT**



entitles certain employees to take up to 12 weeks of family leave in a 24-month period without losing their jobs

Employers generally must provide NJFLA leave if -

- ► The EMPLOYER has at least 30 employees worldwide OR is a government entity, regardless of size;
- ► The EMPLOYEE has worked for that employer for at least 1 year, AND has worked at least 1,000 hours in the past 12 months; and
- ► The LEAVE is being taken to: ➤ Care for or bond with a child within 1 year of the child's birth or placement 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

Remedies may include money damages, an order to stop violating the Act, adoption of new policies and procedures, attorney's fees, and more.

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



1-833-NJDCR4U NJCivilRights.gov



NJ CIVIL RIGHTS

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 entities 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 appli

### FAIR EMPLOYMENT



The Law Against Discrimination (LAD) Prohibits Discrimination and Harassment in Employment ased on Actual or Perceived

The law applies to all employers (including labor unions, apprenticeship and training programs, and employment agencies) and

If you believe 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 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. 12:8-1.2.

- · Race or color
- Religion or creed
- · Gender identity or expression · Liability for military service

• Recruitment and job postings • Compensation, including salary and benefits

1-833-NJDCR4U NJCivilRights.gov

• Interviews and hiring decisions • All terms, conditions, or privileges of employment

- National origin, nationality, or ancestry
- Pregnancy or breastfeeding
- Marital or domestic partnership or civil union status Atypical cellular or blood trait, genetic information
   including the refusal to submit to genetic testing.

Remedies may include money damages, an order to

stop discrimination or harassment, adoption of new

policies and procedures, attorney's fees, and more.

NJ DIVISION ON LIGHTS

The law means people cannot be treated differently, harassed, or otherwise discriminated against at work based on their membership in a protected class

eave under the NJ SAFF Act must be used in the 12-month itely following an instance of domestic vic exually violent offense. The unnaid leave must be taken at least day at a time, and may be taken intermittently

### N.I.SAFF Act and Other Leave Laws

Unpaid leave under the SAFE Act shall run concurrently with any cts to use during any part of the 20-day period of unpaid leave J SAFF Act and the Family Leave Act. N.J.S.A. 34:11B-1 et se r the federal Family and Medical Leave Act. 20 U.S.C. 2601 et seq., the leave shall count simultaneously against the employee' ment under each respective law

### 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.

**GENDER EQUITY NOTICE** 

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on, among other things. ndividual's sex. Title VII claims must be filed with the United States Equal Employment Opportunity mission (EEOC) before they can be brought in court. Remedies under Title VII may include an order training 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 iled 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 further 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 oth things, an individual's sex. LAD claims can be filed with the New Jersey Division on Civil Rights (NJDCR) or directly in court. Remedies under the LAD may include an order restraining unlawful discrimination, back pay and compensatory and punitive damages.

Another State law, N.J.S.A. 34:11-56.1 et 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. Remedies under this law may include the full amount of the salary or wages owed, plus an additional equal amount as

Please be mindful that under the State wage discrimination law a differential in pay between employees base 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 <a href="https://www.njcivilrights.gov">www.njcivilrights.gov</a>. 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 o

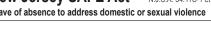
This notice must be conspicuously displayed.

LABOR AND WORKFORCE DEVELOPMENT

### SAFE ACT

This Notice Must Be Posted in a Conspicuous Place

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



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

Lovered Reasons for NJ SAFE Act Leave

NJ SAFE Act Leave

NJ SAFE Act Leave

NJ SAFE Act Leave may be taken for the purpose of engaging in any of the following activities by (1) an employee who is a victim of domestic violence or a sexually violent offense, or (2) an employee whose parent-in-law, sibling, grandparent, grandchild, child, parent, spouse, domestic partner, or civil union partner, or any other individual related by blood to the employee, exposite of the employee shows to have a close association with the employee which is the equivalent of a family relationship, is a victim of domestic violence or a sexually violent offense:

1) Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic or sexual violen (2) Obtaining services from a victim services organization

(3) Obtaining psychological or other counseling

Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety from future domestic violence or sexual violence or to ensure the economic security

### When NJ SAFE Act Leave May Be Taken

### Under the NJ SAFE Act The NJ SAFE Act also prohibits an employer from discharging,

Notice and Documentation of NJ SAFE Act Leave

Employees eligible to take leave under the NJ SAFE Act

Employees eligible to take leave 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 unforeseen circumstance precludes prior notice. 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 stridest confidentiality, unless the disclosure is voluntarily authorized in writing by the employee or is required by a federal or State law, rule or regulation.

narassing or otherwise discriminating or retaliating or hreatening to discharge, harass or otherwise discriminate the employee refused to authorize the release of information deemed confidential under the NJ SAFE Act. Learn more at

# Seeking a Remedy 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. Learn more

You and your loved one deserve help coping with and finding safety from domestic or sexual violence. For additional suppor

1-800-572-SAFE (7233)

**GENDER EQUITY NOTICE** 

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

Título VII de la Lev de Derechos Civiles de 1964 prohíbe la discriminación laboral debido al género de la persona, entre tras 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. ntre los recursos legales conforme al Título VII están: una orden que prohíba los actos ilícitos de discriminación, que se pagu nuneración con carácter retroactivo, y que se paque 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 remuneració asado en el género de la persona. Las reclamaciones acordes a EPA se pueden presentar ya sea ante la EEOC o lirectamente antes los tribunales. Entre los recursos legales conforme a EPA están: la retribución de las sumas de salarios o ldos que el empleador deba, además de una suma adicional equivalente por daños y perjuicios liquidados

onforme a la EPA, tiene que ser por el mismo tipo de trabajo en empleos en los que su rendimiento exija las mismas sabilidades, las cuales se realizan en las mismas condiciones de trabaj

laboral, Para mayor información, comuníquese con la EEOC, llamando al 800-669-4000 o en www.eeoc.gov.

Ley contra la Discriminación en New Jersey (LAD, por sus siglas en inglés) prohíbe la discriminación laboral debido al género de la persona, entre otras cosas. Las reclamaciones conforme a LAD se pueden presentar a la División de Derechos viles de New Jersey (NJDCR, por sus siglas en inglés) o directamente ante los tribunales. Entre los recursos legales forme a LAD están: una orden que prohíba los actos ilícitos de discriminación, que se pague remuneración con carácter troactivo, y que se paque por daños 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 empleado debido a su género. Las reclamaciones conforme a esta ley contra la discriminación con especto 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 deben, además de una suma adicional equivalente por daños y

Se le ruega tenga en cuenta que conforme a la ley estatal contra la discriminación con respecto a los salarios, no se considera riminación el hecho de que exista un diferencial salarial entre los empleados basado en otros factores razonables que no sean el género de la persona.

sten estrictos límites en cuanto al plazo de tiempo del que se dispone para presentar reclamaciones por discriminació al 609-292-4605 o en www.nicivilrights.gov. Para obtener información acerca de N.J.S.A. 34:11-56.1 v siguientes. uníquese con la División de Cumplimiento de Horarios y Salarios (DWHC), del NJDLWD, llamando al 609-292-2305 o en http://lwd.state.ni.us.

Este aviso se debe exponer a la vista de todos.

DOI

# PAYMENT OF WAGES

access to sterile or secured areas of airports • contribu

All Employers Must

and the regular payday.

con organized and recognized charities • rental of work slothing or uniforms or for laundering or dry cleaning of work slothing or uniforms • labor union dues and fees • health

Notify employees of changes in pay rates or paydays prior to the changes.

· Give each employee a statement of deductions each page

As an alternative to or in addition to any other sanctions

The employer will also pay the Commissioner an administrative fee equal to at least 10% but not more than 25% of any payment due to employees.

r successor firm, for a period of time determined by the

Note: The Division of Wage and Hour Complian applies New Jersey's labor laws without regard to a worker's legal status. The Division does no

investigate or inquire into the legal status of any worker. The Division does not share information

The Commissioner may, after giving the employer or

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

cutive and supervisory employees, however, may be

ent must be made on regular paydays designated in

nade on the immediately preceding work day, unless a collective bargaining agreement states otherwise. Pay periods must not end more than 10 working days before nyday, when payment is made on a regular payday. If syment is by check, arrangements must be made to allow nployees to cash the full check without difficulty.

- Employees leaving or terminated for any reason, including labor disputes, must be paid all wages due not later than the regular payday for the period in which employment ended.
- An additional 10 days may be allowed when a labor
- imployees paid on an incentive system must be paid a easonable estimate of wages due until exact amounts

unlawful to make any agreement for payment other than rovided in this act, except to pay at shorter intervals or

ages due a deceased employee may be paid to the arvivors in the order of preference as outlined in the

### No Deductions from Employees' Wages are Permitted Except: nounts authorized by New Jersey or United States Law or

nerius to correct payron or onco.

Itributions or payments authorized by employe 
iriting or under a collective bargaining agreem

vings bank, or savings and loan association + company-reated thirft plans - security option or security purchase ins to buy marketable securities + employee personal rings accounts such as a credit union, savings fund ciety, savings and loan or building and loan association historias, vacation or the savings funds + purchase of mpainy products or employer loans in accordance with e payment schedule contained in the original purchase loan agreement • safety equipment • U.S. government ands • costs and fees to replace employee identification for

**Conscientious Employee Protection Act** 

"Whistleblower Act"

Employer retaliatory action; protected employee actions; employee responsibilities

New Jersey law prohibits an employer from taking any retaliatory action against an employee because the employee

Discloses, or threatens to disclose, to a supervisor or to a public body an activity, policy or practice of the employer of another employer, with whom there is a business relationship, that the employee reasonably believes is in vision 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

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

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 governmental entity.

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

(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.
e 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

employer a reasonation opportunity of context the activity, policy or practice. Individual context is not required where the employee reasonably believes that the activity, policy or practice is known to one or more supervisors of the employe or where the employee fears physical harm as a result of the disclosure, provided that the situation is emergency in

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

customer, employee, former employee, retiree or pensioner of the employer or any governmental entity. solvers, improve, to me employee, under the property of the property of any governmental entity.

(1) is in violation of a law, or a rule or regulation issued under the law or, if the employee is an alicensed or certified health care professional, constitutes improper quality of patient care;

ealth care professional, reasonably believes constitutes improper quality of patient care;

### 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 July 1, 2020, the law will allow up to 12 weeks of continuous family leave or 56 days of intermittent leave. Employees who are covered by family leave insurance can apply for benefits to:

- bond with a child within 12 months of the child's birth or placement by adoption or foster care. The applicant, or the applicant's spouse or domestic or civil union partner, must be 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
- care for a victim of domestic violence or a sexually violent offence or for a victim's family member. "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
- 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 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 The Commissioner of Labor and Workforce

of a valid written contract between the parent and a surrogate (gestational carrier) is included in this definition provisions of this act. The Commissioner or an authorized representative has the power to make all necessary inspections of establishments and recor State Family Leave Insurance Plan ("state plan")

### You can get program information and an application for family leave benefits (form FL-1) online at Any employer who knowingly and willfully violates any myleavebenefits.ni.gov. by phone at 609-292-7060, or by mail: Division of Family Leave Insurance, P.O. Box sion of this act is guilty of a disorderly persons of 387, Trenton, NJ 08625-0387

New mothers who receive temporary disability benefits through the state plan for their pregnancy will get structions on how to file for family leave benefits after the child is born

plan. If your employer has an approved private plan, your employer must provide information about coverage and provide the forms to apply for benefits. Who pays for Family Leave Insurance? Payroll contributions from employees finance this program. Family leave insurance coverage under the state

An employer may provide family leave insurance through a private insurance carrier, if this Division approves the

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

ced by: NJ Department of Labor and Workforce Development on of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387 nd other required employer posters are available free online at nj.gov/labor, or from ffice of Constituent Relations, PO Box 110, Trenton, NJ 08625-0110 • 609-777-3200. he New Jersey Department of Labor and Workforce Development is an equal opportunity mployer with equal opportunity programs. Auxiliary aids and services are available upon

# o practica englarios de tergieresación que el enipeación en lega finativo a initiados para perisan que pueden restanta a accionistas, inversionistas, susuarios, pacientes, clientes, empleados, ex empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental. Se opone o se niega a participar en alguna actividad, directriz o práctica que el empleado tiene motivos fundados (1) viola alguna ley, o regla o reglamento que dicta la ley o en el caso de un empleado licenciado o certificado

(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)

2. No se puede acoger a la protección contra la represalia, cuando se hace una divulgación a un organismo público, No se puede acoger à la protección contra la represanta, cuariou se nace una invulgación a un organismo poundo, a no ser que e empleado le informe al empleador de la 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 lev (N.J.S.A. 34:19-4): lúmero de teléfono:

### Este aviso se debe exponer a la vista de todos.

Anualmente, patronos con 10 o más empleados, deberán distribuir notificación de esta ley a todos sus empleados. Si necesita este documento en algún otro idioma que no sea inglés o español, sírvase llamar al (609) 292-7832.



STATUTORY MINIMUM WAGE RATE

	Date	Most Employers	Seasonal & Small Employers (fewer than 6)	Agricultural Employers	Cash Wage for Tipped Workers	Wage for Long-Te Care Facility Dire Care Staff Memb
	1-1-2020	\$11	\$10.30	\$10.30	\$3.13	\$11, \$14 as of 11/1
	1-1-2021	\$12	\$11.10	\$10.30	\$4.13	\$15
	1-1-2022	\$13	\$11.90	\$11.05	\$5.13	\$16
	1-1-2023	\$14.13	\$12.93	\$12.01	\$5.26	\$17.13
	4 4 000 #	015.40	010.70	040.04		

OVERTIME

Overtime is payable at the rate of 1.5 times the employee's regular hourly rate for hours worked in excess of 40 in any week except where otherwise specifical

### WAGE ORDER REGULATIONS LABOR ON A FARM AT PIECE-RATE

PENALTIES

First processing of farm products Hotel and motel Food service (restaurant industry)

EXEMPTIONS udents employed by the college or university at whic ey are enrolled at not less than 85% of the effective

Employees at summer camps, conferences and retreats operated by any nonprofit or religious corporation or association are exempt from minimum and overtime rate during the months of June, July, August and September.

and other required employer posters are available free online at nj.gov/labor

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.

As an alternative to or in addition to any other sanctions 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 subsequent violation.

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 \$1000.

25% of any payment due to empl

Penalties for violation of this order are set forth in N.J.S.A. 34:11-56a22.

nj.gov/labo isplay this poster in a conspicuous place PR-2 (4/19