does any of the following:

(2) is fraudulent or criminal; or

Telephone Number:

or protection of the environment. N.J.S.A. 34:19-3.

**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

a. Discloses, or threatens to disclose, to a supervisor or to a public body an activity, policy or practice of the employer or

another employer, with whom there is a business relationship, that the employee reasonably believes is in violation

of a law, or a rule or regulation issued under the law, or, in the case of an employee who is a licensed or certified

b. Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any

is a business relationship, or, in the case of an employee who is a licensed or certified health care professional,

c. Provides information involving deception of, or misrepresentation to, any shareholder, investor, client, patient,

d. Provides information regarding any perceived criminal or fraudulent activity, policy or practice of deception or

misrepresentation which the employee reasonably believes may defraud any shareholder, investor, client, patient,

(1) is in violation of a law, or a rule or regulation issued under the law or, if the employee is a licensed

The protection against retaliation, when a disclosure is made to a public body, does not apply unless the employee has

brought the activity, policy or practice to the attention of a supervisor of the employee by written notice and given the

employer a reasonable opportunity to correct the activity, policy or practice. However, disclosure is not required where

the employee reasonably believes that the activity, policy or practice is known to one or more supervisors of the employer

or where the employee fears physical harm as a result of the disclosure, provided that the situation is emergency in

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.

(3) is incompatible with a clear mandate of public policy concerning the public health, safety or welfare

customer, employee, former employee, retiree or pensioner of the employer or any governmental entity.

customer, employee, former employee, retiree or pensioner of the employer or any governmental entity.

or certified health care professional, constitutes improper quality of patient care;

e. Objects to, or refuses to participate in, any activity, policy or practice which the employee reasonably believes:

violation of law, or a rule or regulation issued under the law by the employer or another employer, with whom there

provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into quality

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

# NEW JERSEY LABOR LAW POSTINGS



### **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

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;

Note that the NJ Family Leave Act does not Care for a family member, or someone who is the equivalent of family, who has a serious health condition, or who has been isolated or quarantined because of suspected exposure to a communicable disease (including COVID-19) during a state of emergency; or ▶ Provide required care or treatment for a child during a state of emergency if their school or place of care is closed due to an

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

epidemic of a communicable disease (including COVID-19) or other public health emergency



I-833-NJDCR4U NJCivilRights.gov



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 applicants for employment.

### FAIR EMPLOYMENT



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

- Race or color

- Gender identity or expression Religion or creed Liability for military service

- National origin, nationality, or ancestry Pregnancy or breastfeeding
- Marital or domestic partnership or civil union status Atypical cellular or blood trait, genetic information
- 5) Seeking legal assistance or remedies to ensure health and The law means people cannot be treated differently, harassed, or otherwise discriminated against at work based on their membership in a protected class

The law applies to all employers (including labor unions, apprenticeship and training programs, and employment agencies) and in all aspects of employment, including but not limited to:

- Recruitment and job postings
   Compensation, including salary and benefits
- Promotion or transfer
- Interviews and hiring decisions All terms, conditions, or privileges of employment
  - Remedies may include money damages, an order to stop discrimination or harassment, adoption of new policies and procedures, attorney's fees, and more. Membership in a union

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.

-833-NJDCR4U NJCivilRights.gov





economic security

paid vacation leave, personal leave, or medical or sick leave, or any family 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 seg. or the federal Family and Medical Leave Act, 20 U.S.C. 2601 et seg., the leave shall count simultaneously against the employee's entitlement under each respective law.

1-800-572-SAFE (7233) Women's Referral Central

1-800-322-8092

New Jersey Department of Labor and Workforce Developmen

New Jersey Domestic Violence Hotline

**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.

**GENDER EQUITY NOTICE** 

Right to be Free of Gender Inequity

or Bias in Pay, Compensation, Benefits

or Other Terms and Conditions of Employment

New Jersey and federal laws prohibit employers from discriminating against an individual with

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

restraining unlawful discrimination, back pay, and compensatory and punitive damages.

Commission (EEOC) before they can be brought in court. Remedies under Title VII may include an order

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

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

he New Jersey Law Against Discrimination (LAD) prohibits employment discrimination based on, among othe

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,

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 based

There are strict time limits for filing charges of employment discrimination. For more information regarding LAD

claims, contact the NJDCR at 609-292-4605 or at www.njcivilrights.gov. For information concerning N.J.S.A.

34:11-56.1 et seg., contact the Division of Wage and Hour Compliance within the NJDLWD at 609-292-2305 or

This notice must be conspicuously displayed.

SAFE ACT

This Notice Must Be Posted in a Conspicuous Place

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

Notice and Documentation of NJ SAFE Act Leave

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

prior notice. The employee must provide the employer with

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

**Prohibition Against Retaliation** 

Under the NJ SAFE Act

myworkrights.gov.

documentation provided to it in this manner in the strictes

emergency or other unforeseen circumstance precludes

written notice as far in advance as reasonable and practicable

under the circumstances. The employer has the right to require

confidentiality, unless the disclosure is voluntarily authorized in

writing by the employee or is required by a federal or State law,

The NJ SAFE Act also prohibits an employer from discharging,

harassing or otherwise discriminating or retaliating or

threatening to discharge, harass or otherwise discriminate

against an employee with respect to the compensation, terms

conditions or privileges of employment on the basis that the

employee took or requested any leave that the employee

was entitled to under the NJ SAFE Act, or on the basis that

the employee refused to authorize the release of information

deemed confidential under the NJ SAFE Act. Learn more at

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 support,

New Jersey Coalition Against Sexual Assault Hotline

Seeking a Remedy Under the NJ SAFE Act

nj.gov/

New Jersey SAFE Act

N.J.S.A. 34:11C-1 et seq.

Leave of absence to address domestic or sexual violence

domestic violence or a sexually violent offense.

Covered Reasons for NJ SAFE Act Leave

of domestic violence or a sexually violent offense:

employs 25 or more employees.

To be eligible, the employee must have worked at least 1,000

hours during the immediately preceding 12-month period. Further,

the employee must have worked for an employer in the State that

Act leave may be taken for the purpose of engaging in

ne following activities by (1) an employee who is a victim o

whose parent-in-law, sibling, grandparent, grandchild, child, paren

spouse, domestic partner, or civil union partner, or any other

individual related by blood to the employee, or any other individu

employee which is the equivalent of a family relationship, is a victim

) Seeking medical attention for, or recovering from, physical or

psychological injuries caused by domestic or sexual violence

2) Obtaining services from a victim services organization

4) Participating in safety planning, temporarily or permanently

6) Attending, participating in or preparing for a criminal or civil

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

period immediately following an instance of domestic violence or a

sexually violent offense. The unpaid leave must be taken at least

Inpaid leave under the SAFE Act shall run concurrently with any

court proceeding relating to an incident of domestic or sexual

relocating, or taking other actions to increase the safety from

future domestic violence or sexual violence or to ensure the

Obtaining psychological or other counseling

When NJ SAFE Act Leave May Be Taken

one day at a time, and may be taken intermittently.

NJ SAFE Act and Other Leave Laws

that the employee shows to have a close association with the

ence or a sexually violent offense, or (2) an employe

on a reasonable factor or factors other than sex shall not constitute discrimination.

salary or wages due from the employer, plus an additional equal amount as liquidated damages.

because of the individual's sex.

which are performed under similar working conditions.

EEOC at 800-669-4000 or at www.eeoc.gov.

and compensatory and punitive damages.

NEW JERSEY LAW

liquidated damages.

at http://lwd.state.ni.us.

FEDERAL LAW

respect to his/her pay, compensation, benefits, or terms, conditions or privileges of employment

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 pague remuneración con carácter retroactivo, y que se pague por daños compensatorios y punitivos.

La Ley de Igualdad Salarial de 1963 (EPA, por sus siglas en inglés) prohíbe la discriminación con respecto a la remuneración basado en el género 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 liquidados.

Se le ruega tener en cuenta que para que una reclamación por desigualdad de remuneración basado en el género proceda conforme a la EPA, tiene que ser por el mismo tipo de trabajo en empleos en los que su rendimiento exija las mismas destrezas, el mismo esfuerzo y las mismas responsabilidades, las cuales se realizan en las mismas condiciones de trabajo.

Existen estrictos límites en cuanto al plazo de tiempo del que se dispone para presentar reclamaciones por discriminación laboral. Para mayor información, comuníquese con la EEOC, llamando al 800-669-4000 o en www.eeoc.gov.

## There are strict time limits for filing charges of employment discrimination. For further information, contact the

La Ley contra la Discriminación en New Jersey (LAD, por sus siglas en inglés) prohíbe la discriminación laboral debido al género de la persona, entre otras cosas. Las reclamaciones conforme 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 paque 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 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 discriminación el hecho de que exista un diferencial salarial entre los empleados basado en otros factores razonables que no sean el género de la persona.

Existen estrictos límites en cuanto al plazo de tiempo del que se dispone para presentar reclamaciones por discriminación laboral. Para mayor información relacionada con las reclamaciones conforme a LAD, comuníquese con NJDCR, llamando al 609-292-4605 o en www.njcivilrights.gov. Para obtener información acerca de N.J.S.A. 34:11-56.1 y siguientes, comuníquese con la División de Cumplimiento de Horarios y Salarios (DWHC), del NJDLWD, llamando al 609-292-2305 o en

Este aviso se debe exponer a la vista de todos.

### **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** 

paid at least once a calendar month.

nent must be made on regular paydays designated in

When a payday falls on a non-work day, payment must be made on the immediately preceding work day, unless a

collective bargaining agreement states otherwise. Pay periods must not end more than 10 working days be payday, when payment is made on a regular payday. If ayment is by check, arrangements must be made to allow oyees 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 An additional 10 days may be allowed when a labor

- lispute involves payroll employees. Employees paid on an incentive system must be paid a easonable estimate of wages due until exact amounts
- Payment may be made through regular pay channels or by mail if requested by the employee.
- is unlawful to make any agreement for payment other than provided in this act, except to pay at shorter intervals or Wages due a deceased employee may be paid to the

survivors in the order of preference as outlined in the

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

payments to correct payroll errors. outions or payments authorized by employees either n writing or under a collective bargaining agreement for: ployee welfare • insurance • hospitalization • medical or ical or both • pension • retirement • profit-sharing plans • group or individual retirement annuity plans • individual

etirement accounts at any state or federally chartered bank, avings bank, or savings and loan association • companyperated thrift plans • security option or security purchase plans to buy marketable securities • employee personal savings accounts such as a credit union, savings fund society, savings and loan or building and loan association Christmas, vacation or other savings funds • purchase of company products or employer loans in accordance with the payment schedule contained in the original purchase or loan agreement • safety equipment • U.S. government bonds • costs and fees to replace employee identification for

"Immigration." forced by: Division of Wage and Hour Compliance

Department of Labor and Workforce Developmen O Box 389 Trenton, N.I. 08625-0389 • 609-292-230 his and other required employer posters are available free

# access to sterile or secured areas of airports • contributio

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

All Employers Must:

 Notify employees when they are hired the rate of pay and the regular payday. Notify employees of changes in pay rates or paydays

prior to the changes. Give each employee a statement of deductions each pay Make and keep records for employees, including wages and hours, and make such records available for

• 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 any provision of this act is guilty of a disorderly persons offer pon conviction, such employer will be punished by a fine of at least \$100 but not more than \$1,000. Each day during which any violation of this act continues will constitute a

separate and distinct offens As an alternative to or in addition to any other sanctions allowed by law for violations, the Commissioner is authorized to assess and collect administrative penalties up to \$250 for a first violation and up to \$500 for each

administrative fee equal to at least 10% but not more than 25% of any payment due to employees. The Commissioner may, after giving the employer or successor firm notice and an opportunity for a hearing in accordance with the "Administrative Procedure Act,"

P.L.1968, c.410 (C.52:14B-1 et seq.), issue a written determination directing any appropriate agency to suspen any one or more licenses that are held by the employer or successor firm, for a period of time determined by the Note: The Division of Wage and Hour Compliance applies New Jersey's labor laws without regard

to a worker's legal status. The Division does not investigate or inquire into the legal status of any worker. The Division does not share information with



### **FAMILY LEAVE INSURANCE**

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 employee has a close association that is the equivalent of a family relationship.

"Child" means a biological, adopted, or foster child, stepchild or legal ward of a parent. A child gained by way of a valid written contract between the parent and a surrogate (gestational carrier) is included in this definition.

### State Family Leave Insurance Plan ("state plan")

You can get program information and an application for family leave benefits (form FL-1) online at myleavebenefits.nj.gov, by phone at 609-292-7060, or by mail: Division of Family Leave Insurance, P.O. Box

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

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

**Private Family Leave Insurance Plan** ("private plan")

plan. If your employer has an approved private plan, your employer must provide information about coverage and provide the forms to apply for benefits. Who pays for Family Leave Insurance?

Payroll contributions from employees finance this program. Family leave insurance coverage under the state plan will require contributions 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

forced by: NJ Department of Labor and Workforce Development Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-038 This and other required employer posters are available free online at ni.gov/labor, or from the Office of Constituent Relations, PO Box 110, Trenton, NJ 08625-0110 • 609-777-3200 The New Jersey Department of Labor and Workforce Development is an equal opportunity employer with equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities.

Display this poster in a conspicuous place

# "Ley de protección del denunciante"

La Ley de protección al empleado consciente

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

La ley de New Jersey prohíbe que los empleadores tomen medidas de represalia contra todo empleado que haga lo a. Divulgue o amenace con divulgar, ya sea a un supervisor o a una agencia pública toda actividad, directriz o norma del empleador o de cualquier otro empleador con el que exista una relación de negocios y que el empleado tiene motivos fundados para pensar que violan alguna ley, o en el caso de un trabajador licenciado o certificado de la

salud y que tiene motivos fundados para pensar que se trata de una manera inadecuada de atención al paciente; b. Facilite información o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia o indagación sobre la violación de alguna ley, regla o reglamento que el empleador o algún otro empleador con el que exista una relación de negocios; o en el caso de un trabajador licenciado o certificado de la salud que facilite información o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia o indagación sobre la calidad de la atención al paciente; o

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 a accionistas, inversionistas, usuarios, pacientes, clientes, empleados, ex empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental.

(1) viola alguna ley, o regla o reglamento que dicta la ley o en el caso de un empleado licenciado o certificado en cuidado de la salud que tiene motivos fundados para pensar que constituya atención inadecuada al

e. Se opone o se niega a participar en alguna actividad, directriz o práctica que el empleado tiene motivos fundados

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

## - Información del Contacto — Su empleador ha designado a la siguiente persona para recibir notificaciones de acuerdo al parafo 2, de la ley (N.J.S.A. 34:19-4): Número de teléfono:

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

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.

# New Jersey Department of Labor and Workforce Development Mage and Hour Law Abstract

STATUTORY MINIMUM WAGE RATE Employees are to be paid not less than the New Jersey minimum wage in accordance with the schedule below.

\$11.05

### times the employee's regular hourly rate

for hours worked in excess of 40 in any week except where otherwise specifically provided by wage order. empt from the overtime entitlement are: executive, administrative, and professional employees employees engaged in labor on a farm or relative to raising or care of

minimum hourly wage rate multiplied by the total number of

Any employer who violates any provisions of this act

shall be guilty of a disorderly persons violation and upon

As an alternative to or in addition to any other sanctions

authorized to assess and collect administrative penalties

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

administrative fee equal to not less than 10% or more than

provided by law for violations, the Commissioner is

maximum of \$500 for each subsequent violation.

The employer shall also pay the Commissioner an

Penalties for violation of this order are set forth in

25% of any payment due to employees

conviction shall be punished by a fine of not less than \$100

Overtime is payable at the rate of 1.5

**OVERTIME** 

livestock: and limousine drivers \$5.26 \$17.13 \$18.13

\$12.81 \$5.26 \$13.40

### WAGE ORDER REGULATIONS LABOR ON A FARM AT PIECE-RATE mployees in the occupations found below are covered by Employees engaged on a piece-rate basis to labor on a farm shall be paid for each day worked not less than the

hours worked.

**PENALTIES** 

nor more than \$1.000.

this wage order and regulations and must be paid not less than the statutory minimum wage rate. First processing of farm products

\$12.93

\$14.53

1-1-2024 \$15.13 \$13.73

\$12.01

Hotel and motel Food service (restaurant industry)

hese regulations are contained in N.J.A.C. 12:56-11.1

### **EXEMPTIONS**

Exempt from the statutory minimum wage rate are full-time tudents employed by the college or university at which they are enrolled at not less than 85% of the effective ninimum wage rate: outside sales person; sales persor of motor vehicles; part time employees primarily engaged in the care and tending of children in the home of the employer; and minors under 18 (EXCEPT that minors under 18 in the first processing of farm products, hotels, motels. restaurants, retail, beauty culture, laundry, cleaning, dyeing, ght manufacturing and apparel occupations are covere by the wage order rates as above and vocational schoo graduates with special permits under the Child Labor Law are covered by the statutory rate).

Employees at summer camps, conferences and retreats operated by any nonprofit or religious corporation or

association are exempt from minimum and overtime rates during the months of June, July, August and September.

nforced by: NJ Department of Labor and Workforce Development

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 **ni.gov/labo** 

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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.