


**This Notice Must Be Posted in a Conspicuous Place**

# Wage and Hour Law Abstract

N.J.S.A. 34:11-56a et seq.



**Statutory Minimum Wage Rate**  
Employees are to be paid not less than the New Jersey minimum wage in accordance with the schedule below.

Date	Most Employers	Seasonal & Small Employers (over 100)	Agricultural Employers	Cash Wage for Tipped Workers	Long-Term Care Facility Direct Care Staff
1-1-2021	\$12	\$11.10	\$10.30	\$4.13	\$15
1-1-2022	\$13	\$11.90	\$11.05	\$5.13	\$16
1-1-2023	\$14.13	\$12.93	\$12.01	\$5.26	\$17.13
1-1-2024*	<b>\$15.13</b>	<b>\$13.73</b>	<b>\$12.81</b>	<b>\$5.26</b>	<b>\$18.13</b>

\* The minimum wage rates for 2024 will be at least the amounts listed above, but could be higher based on the Consumer Price Index (CPI)

**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
- Hotel and motel
- Food service (restaurant industry)
- Seasonal amusement

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

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

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

**Enforced by:** Wage & Hour Division and Contract Compliance, New Jersey Department of Labor & Workforce Development, P.O. Box 389, Trenton, NJ 08625-0389. This and other required employer posters are available free online at [nj.gov/labors](http://nj.gov/labors).

New Jersey Department of Labor and Workforce Development • Wage & Hour Division and Contract Compliance MW-220 (1/24)

**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 Calendar Month.**

Executive and supervisory employees, however, may be paid at least once a calendar month. Payment must be made on regular paydays designated in advance.

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 before payday, when payment is made on a regular payday. If payment is by check, arrangements must be made to allow employees 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 dispute involves payroll employees.
- 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.

It is unlawful to make any agreement for payment other than as provided in this act, except to pay at shorter intervals or to pay wages in advance.

Wages due to a deceased employee may be paid to the survivors in the order of preference as outlined in the statute.

**No Deductions from Employees' Wages are Permitted Except:**

Amounts authorized by New Jersey or United States Law or payments to correct payroll errors. Contributions or payments authorized by employees either in writing or under a collective bargaining agreement for:

- Employee welfare - insurance - hospitalization - medical or surgical or both - pension - retirement - profit-sharing plans - group or individual retirement annuity plans - individual retirement accounts at any state or federally chartered bank, savings bank, or savings and loan association - computerized 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 employee 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 access to sterile or secured areas of airports - contributions for organized and recognized charities - rental of work clothing or uniforms or for laundering or dry cleaning of work clothing or uniforms - labor union dues and fees - health club memberships - child care services.

**All Employers Must:**

- Notify employees when they are hired the rate of pay and the regular payday.
- Notify employees of changes in pay rates or paydays prior to the changes.
- Give each employee a statement of deductions each pay period.
- Make and keep records for employees, including wages and hours, and make such records available for inspection.
- Provide employees when they are hired a required notice (Form MW-400) describing the employer's obligation to maintain and report records regarding wages, benefits, taxes and other contributions and assessments.

**The Commissioner of Labor and Workforce Development will enforce and administer the provisions of this act. The Commissioner or an authorized representative has the power to make all necessary inspections of establishments and records.**

Any employer who knowingly and willfully violates any provision of this act is guilty of a disorderly persons offense. Upon conviction, such employer will be punished by a fine of at least \$100 but not more than \$1,000. Each day during which any violation of this act continues will constitute a separate and distinct offense.

As 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 subsequent violation.

The employer will also pay the Commissioner an administrative fee equal to at least 10% but not more than 25% of any payment made in accordance with the payment schedule contained in this act.

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 suspend any one or more licenses that are held by the employer or successor firm, for a period of time determined by the Commissioner.

**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 "Immigration."**


Enforced by: Division of Wage and Hour Compliance, NJ Department of Labor and Workforce Development, P.O. Box 389, Trenton, NJ 08625-0389 • 609-292-2205 MW-17 (4/22)

**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 during the immediately preceding 12-month period. Further, the employee must have 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 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, or any other individual that the employee reasonably believes to have a close association with the employer 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 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 increase the safety from future domestic violence or sexual violence or to ensure the economic security
- (5) Seeking legal assistance or remedies to ensure health and safety
- (6) Attending, participating in or preparing for a criminal or civil court proceeding relating to an incident of domestic or sexual violence.

**When NJ SAFE Act Leave May Be Taken**

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

**NJ SAFE Act and Other Leave Laws**

Unpaid leave under the SAFE Act shall run concurrently with any 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 seq., or the Federal Family Medical Leave Act, 20 U.S.C. 2601 et seq., the leave shall count simultaneously against the employee's entitlement under each respective law.

**Need Additional Support?**

You and your loved one deserve help coping with and finding safety from domestic or sexual violence. For additional support, contact:

New Jersey Coalition Against Sexual Assault Hotline 1-800-601-7200  
New Jersey Domestic Violence Hotline 1-800-572-SAFE (7233)  
Women's Referral Central 1-800-322-8092

New Jersey Department of Labor and Workforce Development AD-289 (4/22)

**New Jersey Department of Labor and Workforce Development**

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 eligibility requirements of the law.

If you become totally or partially unemployed, file a claim for unemployment insurance benefits as soon as possible. The easiest, quickest way is to file online at [myunemployment.nj.gov](http://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 marriage 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.

Cumberland Call Center.....856-507-2340      Freehold Call Center.....732-761-2020  
Union City Call Center.....201-601-4100      Out of State.....1-888-795-6872

**Disability Insurance**

Benefits are payable to New Jersey workers who suffer a non-work-related illness, injury, or other medical condition that prevents them from working. Temporary 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.

**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 -- Form DS-1) online at [myleavebenefits.nj.gov](http://myleavebenefits.nj.gov). Applying online is faster.

Submit the completed paper application by fax to: 609-994-4138 or mail to: Division of Temporary Disability Insurance, P.O. Box 387, Trenton, New Jersey 08625-0387

For more information, visit [myleavebenefits.nj.gov](http://myleavebenefits.nj.gov) or call 609-292-7060.

**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.

**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 on 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 non-contributory, no contributions can be deducted from workers' wages for disability insurance.

Your employer's contributions are based in part on their employment experience.

Enforced by: NJ Department of Labor and Workforce Development, Division of Temporary Disability Insurance, P.O. Box 387, Trenton, NJ 08625-0387. This and other required employer posters are available free online at [nj.gov/labors](http://nj.gov/labors), or from the Office of Constituent Relations, P.O. 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 PR-1 (8/19)

**New Jersey Department of Labor and Workforce Development**

**New Jersey Earned Sick Leave Notice of Employee Rights**

- Parent
- Grandparent
- Spouse, domestic partner, or civil union partner of an employee's parent or grandparent
- Sibling of an employee's spouse, domestic partner, or civil union partner
- Any other individual related by blood to the employee
- Any individual whose close association with the employee is the equivalent of a family

Under New Jersey's Earned Sick Leave Law, most employees have a right to accrue up to 40 hours of earned sick leave per year. Go to [nj.gov/labors](http://nj.gov/labors) to learn which employees are covered by the law.

**New employees must receive this written notice from their employer when they begin employment.** Existing employees must receive it by November 29, 2015. 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.**

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 an earned sick leave 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 mental or physical illness, injury, or health condition; or you need preventive medical care.
- You need to care for a family member during diagnosis, care, treatment, or recovery for a mental or physical illness, injury, or health condition; or your family member needs preventive medical care.
- You or a family member have been the victim of domestic violence or sexual violence and need time for treatment, counseling, or to prepare for legal proceedings.
- You need to attend school-related conferences, meetings, or events regarding your child's education; or to attend a school-related meeting regarding your child's health.
- Your employer's business closes due to a public health emergency or you need to care for a child whose school or child care provider closed due to a public health emergency.

**Family Members**

The law recognizes the following individuals as "family members":

- Child (biological, adopted, or foster child; stepchild; legal ward; child of a domestic partner or civil union partner)
- Grandchild
- Sibling
- Spouse
- Domestic partner or civil union partner

Enforced 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 [nj.gov/labors](http://nj.gov/labors).

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 MW-566 (12/21)


Ref: N.J.S.A. 34:11D-7

**Attention New Jersey Employers**

**Re: Workers' Compensation poster**

All NJ employers, not covered by Federal programs, must have workers' compensation coverage or be approved for self-insurance. The law requires every employer to post and maintain in a conspicuous place or places in and about the workplace, a form prescribed by the Commissioner of the Department of Banking and Insurance, stating that the employer has secured WC insurance coverage or has qualified with the Department of Banking and Insurance as a self-insured employer. For further details, please contact the Department of Banking and Insurance at 1-800-446-7487 or (609) 292-7272.

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**LABOR LAW**

**NEW JERSEY LA PROHIBITS WORKER MISCLASSIFICATION**

**NOTICE OF EMPLOYEE RIGHTS & EMPLOYER RESPONSIBILITIES**

**WHAT IS MISCLASSIFICATION?**

- Misclassification is the practice of an employer improperly classifying employees as independent contractors.
- Misclassification is prohibited under New Jersey law. It can result in penalties, including back pay, overtime pay, and other remedies.
- The employer should be responsible for determining the legal status of workers.
- New Jersey workers should know their rights and how to file a complaint.
- If you have been misclassified, you may be eligible for certain remedies, including back pay, overtime pay, and other benefits.

**IF YOUR EMPLOYER HAS BEEN OR IS BEING MISCLASSIFIED AS AN EMPLOYEE, YOU SHOULD CONTACT AN EMPLOYMENT ATTORNEY.**

**YOU HAVE A RIGHT TO BE SEEN AN EMPLOYMENT ATTORNEY.**

**IF YOU ARE BEING MISCLASSIFIED AS AN EMPLOYEE, YOU SHOULD CONTACT AN EMPLOYMENT ATTORNEY.**

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**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

**Employees 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
  - 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, attorney's fees, and more.

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

**1-833-NJDCRAU** (Relay Service) | **NJCivilRights.gov** #CivilRightsNJ

**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.

**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
- Gender identity or expression
- Liability for military service
- Sexual orientation
- 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

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
- Interviews and hiring decisions
- Promotion or transfer
- Termination or demotion
- Compensation, including salary and benefits
- All terms, conditions, or privileges of employment
- Membership in a union

Remedies may include money damages, an order to stop discrimination or harassment, adoption of new policies and procedures, attorney's fees, and more.

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

**1-833-NJDCRAU** (Relay Service) | **NJCivilRights.gov** #CivilRightsNJ

**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. 15:27-1.2

**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 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 provider is mandatory.
- care for a victim of domestic violence or a sexually violent offense 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, chosen 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 form information and an application for family leave benefits (form FL-1) online at [myleavebenefits.nj.gov](http://myleavebenefits.nj.gov), by phone at 609-292-7060, or by mail: Division of Family Leave Insurance, P.O. Box 387, Trenton, NJ 08625-0387.

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.

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

An employer may provide family leave insurance through a private insurance carrier, if this Division approves the plan. If your employer has an approved private plan, your employer must provide information about coverage and provide the forms to apply for benefits.

**Who pays for Family Leave Insurance?**

Payroll contributions from employees finance this program. Family leave insurance coverage under the state plan will require contributions to be deducted from employee wages. The deductions must be noted on the employee's pay envelope, paycheck, or on some other form of notice. In 2018, the taxable wage base for family leave insurance benefits is the same as the taxable wage base for unemployment and temporary disability insurance.

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Display this poster in a conspicuous place MW-566 (12/21)

Ref: N.J.S.A. 34:11D-7

**Right to be Free of Gender Inequity or Bias in Pay, Compensation, Benefits or Other Terms and Conditions of Employment**

New Jersey and federal laws prohibit employers from discriminating against an individual with respect to his/her pay, compensation, benefits, or terms, conditions or privileges of employment because of the individual's sex.

**FEDERAL LAW**

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on, among other things, an individual's sex. Title VII claims must be filed with the United States Equal Employment Opportunity Commission (EEOC) before they can be brought in court. Remedies under Title VII may include an order of reinstatement, back pay, and compensatory and punitive damages.

The Equal Pay Act of 1963 (EPA) prohibits discrimination in compensation based on sex. EPA claims can be filed either with the EEOC or directly with the court. Remedies under the EPA may include the amount of the salary or wages due from the employer, plus an additional equal amount as liquidated damages.

Please be mindful that in order for a disparity in compensation based on sex to be actionable under the EPA, it must be for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions.

There are strict time limits for filing charges of employment discrimination. For more information regarding LAD claims, contact the NJDCR at 609-292-4005 or at [www.njcivilrights.gov](http://www.njcivilrights.gov). For information concerning N.J.S.A. 34:11-56.1 et seq., contact the Division of Wage and Hour Compliance within the NJLWD at 609-292-2305 or at <http://http://lwd.state.nj.us>.

**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) directly with the court. Remedies under this law may include an order of reinstatement, 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 (NJLWD) 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 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 609-292-4005 or at [www.njcivilrights.gov](http://www.njcivilrights.gov). For information concerning N.J.S.A. 34:11-56.1 et seq., contact the Division of Wage and Hour Compliance within the NJLWD at 609-292-2305 or at <http://http://lwd.state.nj.us>.

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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 (NJLWD) 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 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 609-292-4005 or at [www.njcivilrights.gov](http://www.njcivilrights.gov). For information concerning N.J.S.A. 34:11-56.1 et seq., contact the Division of Wage and Hour Compliance within the NJLWD at 609-292-2305 or at <http://http://lwd.state.nj.us>.

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**Conscientious Employee Protection Act "Whistleblower Act"**

**Employer retaliatory action; protected employee actions; employee responsibilities**

1. New Jersey law prohibits an employer from taking any retaliatory action against an employee because the employee does any of the following:

- (a) Discloses, or threatens to disclose, to a supervisor or to a public body an activity, practice or procedure of the employer or another employee, with whom there is a business relationship, that the employee reasonably believes is in violation of law, or a rule or regulation issued under the law, or, in the case of an employee who is a licensed or certified health care professional, reasonably believes constitutes improper quality of patient care.
- (b) Provides information regarding any perceived deficiency in the employer's safety or practice of operation or management which the employee reasonably believes may threaten the health, safety, or welfare of the employer's customers, employees, former employees, retirees or pensioners of the employer or any governmental entity.
- (c) Objects to, refuses to participate in, any activity, policy or practice which the employee reasonably believes:
  - (1) is in violation of law, or a rule or regulation issued under the law; or
  - (2) is fraudulent or criminal; or
  - (3) is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment. N.J.S.A. 34:15-3.

2. The protection against retaliation, when a disclosure is made to a public body, does not apply unless the employee has sought the activity, policy or practice to the attention of a supervisor of the employer 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 has physical harm as a result of the disclosure, provided that the situation is emergency in nature.

**CONTACT INFORMATION**

Your employer has designated a following contact person to receive written notifications, pursuant to paragraph 2 above (N.J.S.A. 34:15-4):

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
Telephone Number: \_\_\_\_\_

This notice must be conspicuously displayed.

Once each year, employers with 10 or more employees must distribute notice of this law to their employees. If you need this document in a language other than English or Spanish, please call 609-292-7332.

**La Ley de protección al empleado conciente "Ley de protección del denunciante"**

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

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

- a. Divulga o amenaza con divulgar, ya sea a un supervisor o a una agencia pública toda actividad, derecho o norma del empleador o de cualquier otro empleador con el que existe una relación de negocios y que el empleado tiene motivos fundados para creer que viola alguna ley, o en el caso de un trabajador licenciado o certificado de la salud que tiene motivos fundados para creer que viola una norma relacionada con el estándar de atención al paciente.
- b. Facilita información o presta testimonio ante cualquier agencia pública que concluya una investigación, audiencia o indagación sobre la actividad del empleador, su regla o reglamento que el empleador o algún otro empleador con el que existe una relación de negocios, o en el caso de un trabajador licenciado o certificado de la salud que presta información o presta testimonio ante cualquier agencia pública que concluya una investigación, audiencia o indagación sobre la calidad de la atención al paciente.
- c. Ofrece información respecto al empleo o la transformación con compañías, inversionistas, usuarios, pacientes, clientes, empleados, ex empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental.
- d. Ofrece información respecto a toda actividad que se pueda percibir como deficiente o fraudulenta, toda conducta o práctica empleadora de inspección que el empleado tenga motivos fundados para creer que pudieran resultar a accidentes, inversiones, usuarios, pacientes, clientes, empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental.
- e. Se opone a o se nega a participar en alguna actividad, decisión o práctica que el empleado tiene motivos fundados para creer que viola alguna ley, o regla o reglamento que dicha ley o el caso de un empleado licenciado o certificado en el caso de la salud que tiene motivos fundados para creer que constituye atención inadecuada al paciente.

No se puede accionar a un denunciante por ser el autor de una denuncia si el denunciante no tiene motivos fundados para creer que la actividad, política o práctica que se denuncia constituye una violación de la ley, una regla o reglamento que dicha ley o el caso de un empleado licenciado o certificado de la salud que tiene motivos fundados para creer que pudieran resultar a accidentes, inversiones, usuarios, pacientes, clientes, empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental.

Este aviso se debe exponer a la vista de todos. Asimismo, deberá ser traducido al idioma de los empleados. Si necesita sus documentos en algún otro idioma que no sea inglés o español, avise al llamar al 609-292-7332.

**Información del Contacto**

El empleador ha designado a la siguiente persona para recibir notificaciones de acuerdo al párrafo 2 de la ley (N.J.S.A. 34:15-4):

Nombre: \_\_\_\_\_  
Dirección: \_\_\_\_\_  
Número de teléfono: \_\_\_\_\_

Este aviso se debe exponer a la vista de todos.