

# New Jersey & Federal Employment Notices

OSHA REQUIRES THAT REPRODUCTIONS OF FACSIMILES OF THE POSTER BE AT LEAST 8 1/2 X 14 INCHES WITH 16 POINT TYPE

## Job Safety and Health IT'S THE LAW!

Occupational Safety and Health Administration  
U.S. Department of Labor

**All workers have the right to:**

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

**Employers must:**

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

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

This poster is available free from OSHA.

**Contact OSHA. We can help.**

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

# Family Medical Leave Act

**EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT**  
THE UNITED STATES DEPARTMENT OF LABOR AND HUMAN SERVICES

**LEAVE ENTITLEMENTS:** Eligible employees are entitled to a covered employee can take up to 12 weeks of unpaid, job-protected leave in any 12-month period.

**REASONABLE ACCOMMODATIONS:** An employer who provides reasonable accommodations to the employee and the employee's family members, such as a parent, who has a qualifying serious health condition.

**ELIGIBILITY REQUIREMENTS:** An employee must be employed by a covered employer and must have worked for the employer for at least one year and must have worked at least 1,250 hours during the 12-month period before the leave.

**BENEFITS AND PROTECTIONS:** While employees are on FMLA leave, employers must continue health insurance coverage for the employee and the employee's family members.

**REEMPLOYMENT RIGHTS:** An employer must restore the employee to the same or an equivalent position upon the employee's return to work.

# USERRA

**USERRA PROHIBITS THE JOB RIGHTS OF INDIVIDUALS WHO VOLUNTARILY OR INCOMPULSORILY JOINED THE MILITARY OR NAVAL RESERVE.**

**REEMPLOYMENT RIGHTS:** An employer must restore the employee to the same or an equivalent position upon the employee's return to work.

# PROHIBITIONS

Employers are generally prohibited from discriminating or retaliating against an employee for exercising their rights under the FMLA or USERRA.

# EXEMPTIONS

There are several exemptions to the FMLA and USERRA, including for government employers and certain types of employees.

# THE RIGHTS HELD HERE MAY VARY DEPENDING ON THE CIRCUMSTANCES.

The rights held here may vary depending on the circumstances. The text of this notice was prepared by VETS and may be viewed on the internet at the address: [www.dhs.gov/eis/vets](http://www.dhs.gov/eis/vets)

U.S. Department of Justice  
U.S. Department of Labor  
Office of Special Counsel  
1-800-336-4590

# Polygraph Protection Act

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the employment process.

**PROHIBITIONS:** Employers are generally prohibited from requiring or requesting an employee or job applicant to take a lie detector test.

**EXEMPTIONS:** There are several exemptions to the PPA, including for government employers and certain types of employees.

The rights held here may vary depending on the circumstances. The text of this notice was prepared by VETS and may be viewed on the internet at the address: [www.dhs.gov/eis/vets](http://www.dhs.gov/eis/vets)

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# Wage and Hour Law Abstract

Date	Most Employers	Seasonal & Small Employers (Less Than 50)	Agricultural Employers	Tipped Wage for Cash Workers
July 1, 2019	\$8.85	\$8.85	\$8.85	\$2.13
January 1, 2020	\$10.00	NO CHANGE	NO CHANGE	\$2.63
January 1, 2021	\$11.00	\$11.30	\$10.30	\$3.13
January 1, 2022	\$12.00	\$12.00	\$12.00	\$4.13
January 1, 2023	\$13.00	\$13.00	\$13.00	\$5.13
January 1, 2024	\$14.00	\$12.70	\$11.70	NO CHANGE
January 1, 2025	\$15.00	\$13.50	\$12.50	NO CHANGE
January 1, 2026	TBD	\$14.30	\$13.40	TBD
January 1, 2027	TBD	\$15.00	\$14.20	TBD
January 1, 2028	TBD	TBD	\$15.00	TBD

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

**Wage Order and Regulations:** Employees in the occupations found below are covered by the wage order and regulations and must be paid not less than the statutory minimum wage rate.

**Exemptions:** 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 80% of the effective minimum wage rate.

**Child Labor Law Abstract:** Post this notice in a conspicuous place. This notice is for your reference only. For full text, consult N.J.S.A. 34:21-1 et seq. and N.J.A.C. 12:28 et seq.

Kind of Employment	Minimum Age	Hours of Work Not to Exceed (16 or 18)	Prohibited Hours	Certificate or Permit Required
Theatrical, Professional, Acting in a Theatrical Production, Including Stage, Motion Pictures, and Television Performances and Entertainers	16 years old	10 hours daily, 6 days a week	Under 16: Before 6 a.m. After 10 p.m. Under 18: Before 6 a.m. After 10 p.m.	Under 16: Special Treatment Permit Under 18: Employment Certificate
Agriculture: No restrictions on work performed outside hours in connection with owner's home and driveway for the owner's parent or legal guardian	12 years old During school hours	10 hours daily, 6 days a week	None	12-15 years old: Special Agricultural Permit
Newspaper Carriers: Meters who deliver, collect, and sort for newspapers outside of school hours on residential routes	14 years old	8 hours daily, 6 days a week	None	14-17 years old: N.J. Public Safety or Special Agricultural Permit
Street Vendors: Meters who sell, offer for sale, or deliver newspapers, magazines, or other items	14 years old	8 hours daily, 6 days a week	None	14-17 years old: Special Street Vendors Permit
Restaurant and Seasonal	16 years old	8 hours per day, 6 days per week	None	16-17 years old: Employment Certificate
Public Bowling Alleys	16 years old	8 hours per day, 6 days per week	None	16-17 years old: Employment Certificate
Domestic Services in Private Homes	16 years old	8 hours per day, 6 days per week	None	16-17 years old: Employment Certificate
Compassionate Caregivers and Companion Care Services	16 years old	8 hours per day, 6 days per week	None	16-17 years old: Employment Certificate
Factory	16 years old	8 hours per day, 6 days per week	None	16-17 years old: Employment Certificate

# Federal Minimum Wage

As of 12:01 PM EDT BEGINNING JULY 24, 2009  
The law requires employers to display this poster where employees can readily see it.

OSHA requires that reproductions of facsimiles of the poster be at least 8 1/2 x 14 inches with 16 point type.

Employees subject to the state minimum wage law are obligated to pay the higher rate.

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# Security and Financial Empowerment (SAFE) Act

The New Jersey Security and Financial Empowerment Act (NJ SAFE Act), P.L. 2013, c. 42, provides that certain employees are eligible to receive an unpaid leave of absence for a period of not more than 30 days in a 12-month period.

The SAFE Act applies to employees who are employed by a covered employer and who have worked for the employer for at least one year and who have worked at least 1,250 hours during the 12-month period before the leave.

The SAFE Act provides that employees who are on leave under the SAFE Act are entitled to the same benefits and protections as if they were working.

The SAFE Act also provides that employers who violate the provisions of the SAFE Act are subject to civil penalties.

# State OSHA

You have the right to a safe and healthful workplace. IT'S THE LAW.

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# Whistleblower Act

The protection against retaliation, when a disclosure is made to a public body, does not apply unless the employee must act in good faith and believe that the disclosure is in the public interest.

The Whistleblower Act provides that employees who are on leave under the Whistleblower Act are entitled to the same benefits and protections as if they were working.

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# Unemployment & Temporary Disability

The New Jersey Department of Labor and Workforce Development provides information on unemployment and temporary disability benefits.

Employees who are on leave under the Unemployment and Temporary Disability Act are entitled to the same benefits and protections as if they were working.

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# Anti-Discrimination

It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents they will accept from an employee.

The Anti-Discrimination Act provides that employees who are on leave under the Anti-Discrimination Act are entitled to the same benefits and protections as if they were working.

The Anti-Discrimination Act also provides that employers who violate the provisions of the Anti-Discrimination Act are subject to civil penalties.

The Anti-Discrimination Act provides that employees who are on leave under the Anti-Discrimination Act are entitled to the same benefits and protections as if they were working.

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# Gender Equity Notice

The New Jersey Family Leave Act provides that employees who are on leave under the Family Leave Act are entitled to the same benefits and protections as if they were working.

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# No Smoking Notice

No smoking violators are subject to fine. The New Jersey No Smoking Act provides that employees who are on leave under the No Smoking Act are entitled to the same benefits and protections as if they were working.

The No Smoking Act also provides that employers who violate the provisions of the No Smoking Act are subject to civil penalties.

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# Workers' Compensation

The New Jersey Workers' Compensation Law provides that employees who are on leave under the Workers' Compensation Law are entitled to the same benefits and protections as if they were working.

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# Earned Sick Leave

The New Jersey Earned Sick Leave Law provides that employees who are on leave under the Earned Sick Leave Law are entitled to the same benefits and protections as if they were working.

The Earned Sick Leave Law also provides that employers who violate the provisions of the Earned Sick Leave Law are subject to civil penalties.

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# Reporting & Recordkeeping Requirements

Each employer who employs one or more employees is required to maintain certain records and report certain information to the Department of Labor and Workforce Development.

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