New Jersey & Federal Employment Notices

DATE POSTED:_ Labor Laws change often. Please call your distributor twice a year to confim if you are in compliance. All Rights Reserved. Unauthorized copies are ill

New Jersey's Minimum Wage

Agricultura

\$10.30

No Change

\$11.05

\$12.01

\$12.50

\$13.40

\$14.20

\$15

Under the law, the "effective minimum wage rate" for any given year covered by this chart is the highest of the federal minimum wage rate, the minimum wage rate set by New Jersey statute, or a

	PRODUC

* Cash Wage

for Tipped

Workers

\$3.13

\$4.13

\$5.13

\$5.26

No Change

TBD

TBD

TBD

CT ID:

Wage for Long-Term Care Facility Direct Care Staff Members***

\$11, \$14 as of 11/1/20

\$15

\$16

\$17.13

\$18

TBD

TBD

TBD



All workers have the right to:

IOTE: OSHA REQUIRES THAT REPRODUCTIONS OR FACSIMILES OF THE POSTER BE AT LEAST 8.5" X 14" INCHES WITH 1

A safe workplace.

retaliated against.

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

This poster is available free from OSHA.

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.



Family Medical Leave Act EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION *Special "hours of service" requirements apply to airline flight crew employees. **REQUESTING LEAVE:** Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY

LEAVE ENTITLEMENTS: Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period

- Silowing reasons: th of a child or placement of a child for adoption or foster care; d with a child (leave must be taken within 1 year of the child's birth or placement); s for the employee's spouse, child, or parent who has a qualifying serious health condition; employee's own qualifying serious health condition that makes the employee unable to perform the
- ncies related to the foreign deployment of a military member who is the employee's spous
- d, or parent.
 eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.
 employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, ployees may take leave intermittentily or on a reduced schedule.
 ployees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an ployee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal taxe.
- BENEFITS & PROTECTIONS: While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave. Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions. An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.
- related to the FMLA. **ELIGBILITY REQUIREMENTS:** An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must: Have worked for the employer for at least 12 months; Have the least 1,250 hours of service in the 12 months before taking leave;* and Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

ollow the employer's usual procedures. Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it an determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employe hat the employee is or will be unable to perform his or her job functions, that a family member cannot perform fully activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified. Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional informatio

EMPLOYER RESPONSIBILITIES: Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility. notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be

designated as FMLA leave

ENFORCEMENT: Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, c may bring a private lawsuit against an employer. The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law o collective bargaining agreement that provides greater family or medical leave rights.

For additional information: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd U.S. Department of Labor • Wage and Hour Division

Updated 8

USERRA

• FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS HEALTH INSURANCE PROTECTION YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT • If you leave your job to perform military service, you have the right to elect to continue your existing emplo **RIGHTS ACT** based health plan coverage for you and your dependents for up to 24 months while in the military. • Even if

JSERRA protects the job rights of individuals who voluntarily or involuntarily leave employmen positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of he uniformed services, and applicants to the uniformed servi

service and: • you ensure that your employer receives advance written or verbal notice of your service; • you have five years or less of cumulative service in the uniformed services while with that particular employer; • you return to work

or apply for reemployment in a timely manner after conclusion of service; and • you have not been separated om service with a disqualifying discharge or under other than honorable conditions

ou had not been absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you: • are a past or present member of the uniformed service; • have applied for membership in the niformed service; or • are obligated to serve in the uniformed service; then an employer may not deny you: initial employment: • recemployment: • retention in employment: • promotion: or • any benefit of employment because of this status



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

PROHIBITIONS

Employers are generally prohibited from requiring or requesting any employee or iob applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee r prospective employee for refusing to take a test or for exercising other rights under the Act. EXEMPTIONS

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national securityrelated activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector

subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms

who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

The law does not preempt any provision of any State or local law or any collective bargaining greement which is more restrictive with respect to lie detector tests.



you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries. ENFORCEMENT • The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to

investigate and resolve complaints of USERRA violations. • For assistance in filing a complaint, or for any other inform agencies userra • may also

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection

		EMPLOYER SUPPORT OF THE GUARD AND RESERVE	
ent of Justice	Office of Special Counsel	1-800-336-4590	
			Updated 6/22

Polygraph Protection

EXAMINEE RIGHTS

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons. ENFORCEMENT

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT. 1-866-487-9243 • TTY: 1-877-889-5627 www.dol.gov/whd

MAKE ME AN INDEPENDENT CONTRACTOR?
 No. Your employment status is determined based on an analysis of all the facts surrounding your relationship with the employer under the ABC test.

New Jersev courts have ruled that to consider only the agreement, if one exists, and not the totality of the facts surroundin

WHAT HAPPENS WHEN IT IS FOUND BY A STATE AGENCY OR COURT THAT AN EMPLOYER HAS MISCLASSIFIED

AN EMPLOYEE AS AN INDEPENDENT CONTRACTOR? In addition to the award of a remedy or remedies to make the misclassified employee or the State agency whole for the employer's violation of the underlying New Jersey wage, benefit or tax law (for example, the award of back pay to the misclassified employee who has been illegally deprived of the statutory minimum wage or overtime premium pay in violation of the State Wage and Hour law, or whose pay was subject to illegal eductions in violation of the State Wage Payment law), New Jersey law also empowers the Department of Labor and Workforce Development to take actions and impose

penalty paid by the employer to the misclassified employee of not more than 5 percent of the worker's gross earnings ov

A penalty of up to \$250 per misclassified employee for a first violation and up to \$1,000 per misclassified employee for each

The suspension or revocation of any one or more licenses that are held by the employer and that are necessary to operate

Employees are protected from retallation by their employers for having made an inquiry or complaint to the employer, to the Commissioner of Labor or to an authorized representative regarding any possible violation by the employer of any State waqe, benefit or tax law, including those inquiries or complaints that involve misclassification, or because the employee

caused to be instituted on is about to cause to be instituted any proceeding under or related to State wage, benefit or tax law or because the employee has testified or is about to testify in such a proceeding. • Where such retaliation has occurred, the Department is authorized by law to issue an administrative penalty against the

proyer's business. onal penalties and fees payable to the Department and where wades are owed to the employee, an additional amou

• For violation of State wage, benefit or tax laws in connection with the misclassification of employees. the imposition of

in liquidated damages payable to the employee equal to not more than 200 percent of the wages owe

AM I PROTECTED FROM RETAILIATION BY MY EMPLOYER FOR REPORTING MISCLASSIFICATION?

NJ DOL would review the agreement you signed but your employment relationship would not be determined by this

your relationship with the presumed employer, would be to "place form over substance," which the courts say is wrong

Updated 8/1

Factory

NOTES

General Information Breaks

Punishment for Violations of Child Labor Law Wheever employs or permits or suffers any minor to be employed or to work in

Whoever employs or permits or suffers any minor to be employed or to work in iolation of this act, or of any order or ruling issued under the provisions of this act, or obstructs the Department of Labor and Workforce Development, its officers or agents, or any other person authorized to inspect places of employment under this act, and whoever, having under his control or custody any minor, permits or suffers him to be employed or to work in violation of this act, shall be guilty of an

If a defendant acts knowingly, an offense under this section will be a crime of the fourth degree. Otherwise it will be a disorderly persons offense and the defendant will, upon conviction, be punished by a fine of at least \$100 (up to \$2,000) for an initial violation, and at least \$200 (up to \$4,000) for each subsequent violation. Each day during which any violation of this act continues will constitute a separate and distinct offense, and the employment of any morin in violation of the act will, with respect to each minor so employed, constitute a separate and distinct offense.

As an alternative to or in addition to any other sanctions provided by law for violations of PL. 1940, c.153 (C.34:2-21.1 et seq.), when the Commissioner of Labor and Workforce Development finds that an individual has violated that act,

Labof and Worklorde Development must that an interview new rooms at a term the commissioner is authorized to assess and collect administrative penalties of up to \$500 for a first violation, up to \$1,000 for a second violation, and up to \$2,500 for each subsequent violation, specified in a schedule of penalties

52,500 for each subsequent violation, specified in a schedule of penalties o be promulgated as a rule or regulation by the commissioner in accordance with the "Administrative Procedure Act," PL. 1968, c.410 (C.52:14B-1 et seq.

lo administrative penalty will be leveled pursuant to this section unless the

If a hearing is requested, the commissioner will issue a final order upon such

osts in a summary preceding commenced by the commissioner pursuant Penalty Enforcement Law of 1999," P.L.1999, c.274 (C.2A:58-10 et seq.).

A minor who is at least 17 years old and a graduate of a vocational school

approved by the Commissioner of Education may engage in those pursuits in which the minor majored in said vocational school during those hours permitted for persons 18 years of age and over, if an employment certificate (or a certified

xopy jaccompanies the minor's district are not in session, no certificate or permit s required for minors at least 14 years old employed at agricultural fairs, horse, log, or farm shows that last no more than 10 days. No certificate is required for minors 15 and older during school vacation for first 14 days of employment in food service, restaurant, retail operations, or seasona

In Ows or productions. In Theatrical employment, the combined time spent on a set or on call and performance time shall not exceed 8 hours in any one day. In certain cases of Theatrical employment, the commissioner has the authorit o change the hours of the day when a minor may work, but not the total numbe of hours.

⁷ In General Employment, 14- and 15-year-old minors may work until 9 p.m., with written permission of parent or guardian, from the last day of the minor's

Minors under 18 years old must get a 30-minute meal break after 5 consecutive nours of work.

dinors who are gainfully employed must have an employment certificate. Some mployers may also ask for an age certificate from minors between the ages of 8 and 21. This tells employers a minor is old enough to do certain types of work. To get working papers or an age certificate, minors must apply in person to the

Vorking during school hours Jinors under 16 may not work during the hours they are required to attend

Employment certificate (also called working papers) & age certificate

When determining the amount of the penalty imposed because of a violation, the commissioner will consider factors including the history of an employer's previous violations, the seriousness of the violation, the good faith of the employer, and the size of the employer's business.

Commissioner of Labor and Workforce Development provides the alleged violator vith notification of the violation and of the amount of the penalty by certified mail and an opportunity to request a hearing before the commissioner or his designee vithin 15 days of receiving the notice.

The releaning is requested, the oblight multiple of the relation of the relati

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

AN EMPLOYEE AS AN INDEPENDENT CONTRACTOR?

nalties against an employer who has misclassified employees including:

employer however only the courts are authorized by law to order reinsta

ormation on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at <u>https://www.doi.gov/</u>	
s/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/	
If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be	
to the Department of Justice or the Office of Special Counsel, as applicable, for representation. • You	
bypass the VETS process and bring a civil action against an employer for violations of USERRA.	

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/use poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees

minimum wage rate adjusted to account for increases in the Consumer Price Index (CPI). The minimum wage rates listed in the chart through 2023 are the true effective minimum wage rates for those
years. However, the minimum wage rates listed for 2024 and the following years reflect only the NJ statutory rates (and, thus, are estimates), in that we do not yet know whether either the federal
minimum wage rate or the CPI-adjusted rates will exceed the NJ statutory rates for those years.
** Cash wage plus tips must equal at least the State minimum wage
*** As of 11/1/2020, Long-Term Care Facility Direct Care Staff Members are paid \$3 above the State minimum hourly wage and increases accordingly anytime the State minimum wage increases.
**** Overtime at the time and a half regular rate is due with the exception of certain truck drivers, loaders, helpers and mechanics involving vehicles weighing in excess of 10,000 lbs. GVW and who
travel interstate.
MW-570 (1/23)
Updated 1/23

Seasonal & Small Employers (fewer than 6)

\$10.30

\$11.10

\$11.90

\$12.93

\$13.50

\$14.30

\$15.00

TBD

Most

Employers

\$11

\$12

\$13

\$14.13

\$15

TBD

TBD

TBD

Date

January 1, 2020

January 1, 2021

January 1, 2021

January 1, 2023

January 1, 2024

January 1, 2025

January 1, 2026

January 1, 2027

Child Labor Law Abstract

Post this notice in a con	spicuous place. This notice is for ready referen	nce only. For full text, consult N.J.S.A	A. 34:2-21.1 et seq. and N.J.A.C. 12:58	8 et seq.	
Kind of Employment	Minimum Age	Hours of Work Not to Exceed ^{(1) (3)}	Prohibited Hours	Certificate or Permit Required ²	
Theatrical: Professional employment in a theatrical production, including stage, motion pictures, and television performances and rehearsals.	None, but minors under 16 must be accompa- nied at all times by an adult who is a parent, guardian, or representative of employer.	Under 16: No more than 2 shows or productions ⁴ daily or 8 weekly, 5 hours daily, 24 hours weekly, 6 days a week. (Includes rehearsal time. Combined hours of school and work not to exceed 8 hours daily.) ⁵	Under 16 Before 7 a.m. After 11:30 p.m. ⁶	Under 16 Special Theatrical Permit	
		16 &17 years old: 8 hours daily ^{5,6} , 40 hours weekly, 6 days a week	16 & 17 years old Before 6 a.m. After 11:30 p.m. ⁶	16 & 17 years old Employment Certificate	
Agriculture: No restrictions on work performed outside school hours in connection with minor's own home and	12 years old Outside school hours	10 hours daily, 6 days a week	Nene	12 - 15 years old only	
directly for the minor's parent or legal guardian.	16 years old During school hours	10 hours daily, 6 days a week	None	Special Agricultural Permit	
Newspaper Carriers: Minors who deliver, solicit, sell and collect for newspapers outside of school hours on residential routes.	11 years old	Combined hours of school and work not to exceed 8 hours daily, 40 hours weekly, 7 days	11–13 years old Before 6 a.m. After 7 p.m. 14–17 years old Before 5:30 a.m. After 8 p.m.	11–17 years old NJ publishers may issue Special Newspaper Carrier Permit or local is- suing officer may issue: Special Permi (11–15 years old) or Employment Certificate (16–17 years old).	
Street Trades: Minors who sell, offer for sale, solicit for, collect for, display, or distribute any articles, goods, merchandise, commercial service, posters, circulars, newspapers or magazines or in blacking shoes on any street or other public place or from house to house.	14 years old Outside school hours	When school is in session: 3 hours per day 18 hours per week. During school vacation: 8 hours per day 40 hours per week 6 days per week.	14 & 15 years old Before 7 a.m. After 7 p.m.	Special Street Trades Permit or Employment Certificate	
	16 years old During school hours	8 hours per day, 40 hours per week, 6 days per week.	16 & 17 years old: Before 6 a.m., After 11 p.m.	Employment Certificate	
General Employment: Includes mercantile establishments, golf caddying, private bowling alleys,	14 years old	When school is in session: 3 hours per day 18 hours per week. During school vacation: 8 hours per day 40 hours per week 6 days per week.	14–15 years old Before 7 a.m. After 7 p.m. ⁷	Employment Certificate	
offices, gas stations, garages, and other places or means of gainful occupations unless otherwise specified.	16 years old	8 hours per day 40 hours per week 6 days per week	16–17 years old Before 6 a.m. After 11 p.m. Exceptions: 1.School vacation season. 2.Days not preceding a school day,with special written permission of parent or guardian.)	Employment Certificate	
Restaurant and Seasonal	Same as for General Employment except that minors at least 16 years old may be employed after midnight during regular school vacation season, if work begins 11 p.m. on the previous day, or on work date that do not begin on a school day, with special written permission from a parent or guardian. May not be employed a.m. or before 6 a.m. on a day before a school day.				
Public Bowling Alleys	Same as for General Employment except that minors at least 16 years old may be employed as pin setters, lane attendants, or buspersons until 11 ing the school term the minor must have a special permit.			buspersons until 11:30 p.m. — but dur-	
Domestic Services in Private Homes No restriction on work performed outside school hours in connection with minor's own home and directly for the minor's parent or legal guardian.	14 years old Outside of school hours 16 years old During school hours	No restrictions	None	Employment Certificate	
Messengers for Communications Companies Under Supervision and Control of the F.C.C.	14 years old Outside of school hours 16 years old During school hours	No Restrictions	None	Employment Certificate	

REEMPLOYMENT RIGHTS You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed If vou are eligible to be reemployed, you must be restored to the job and benefits you would have attained if

Contact OSHA. We can help.



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

Federal Minimum Wage Employers subject to the state minimum wage law are obligated to pay the higher rate \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires er OVERTIME PAY

At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek. CHILD LABOR:

CHILD LABOR: An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment. TIP CREDIT:

Employers of tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour of they claim a tip credit against NURSING MOTHERS:

UNDINERS: he FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's rth each time such employee has a need to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the mployee to express breast milk. ENFORCEMENT

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each willful or repeated violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retailating against or discharging workers who file a complaint or participate in any proceeding under the FLSA. ADDITIONAL INFORMATION:

ns and establishments are exempt from the minimum wage, and/or overtime pay provisions

Special provisions apply bandware and bandware and the minimum weaks and/or on them by protections. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Marinan Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both. Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not. Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

1-866-487-9243 • TTY: 1-877-889-5627 • www.dol.gov/whd

WAGE AND HOUR DIVISION • WAGE AND HOUR DIVISION • UNITED STATES DEPARTMENT OF LABOR

State OSHA

Equal Employment Opportunity

cluding the executive level.

Protected Veteran Status

Washington, D.C. 20210 1–800–397–6251 (toll-free)

Individuals with Disabilities Section 504 of the Rehabilitati

https://www.dol.gov/agencies/ofccp/conta

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

Know Your Rights: Workplace Discrimination is Illegal

What Types of Employment Discrimination are Illegal?

What Employment Practices can be Challenged as Discriminatory?

What can You Do if You Believe Discrimination has Occurred?

nination, filing a charge, or participating in an investigation or proceeding

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

Submit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx

Public Employees Public Employees You have the right to notify your employer or New Jersey Public Employees Occupational Safety and Health (NJPEOSH) about workplace hazards. You have a right to keep your name confidential upon request. You have the right to request a NJPEOSH inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative are entitled to participate in that inspection. You have a right to file a complaint within 180 days for retailation or discrimination by your employer for making safety and health complicate are requested to PUPCUL dat (ML SA, 246A, 25 et org.) So have a right to line a comparing within rou days to retaination or discrimination by your employer for making safety and lealth completions or for exercising your rights under the NJPEOSH Act (NJ-SA. 34:6A-25 et seq.). You have a right to see NJPEOSH citations issued to your employer and your employer must post the citations at or near the place of the alleged violation.

Public Employers

Who is Protected?

mbership in a unio

Call 1-800-669-4000 (toll free)

www.eeoc.gov/field-office) E-Mail info@eeoc.gov

1–800–669–6820 (TTY) 1–844–234–5122 (ASL video phone) Visit an EEOC field office (information at

ublic Employers to must report all work-related fatalities within 8 hours: and in-patient hospitalizations, amputations, and loss-of-eye holdents within 24 hours. This information must be called in to 800-624-1644 and faxed to 609-292-3749. Ou must furnish your employees with a place of employment free from recognized hazards. Ou must comply with all occupational safety and health standards. Ou must correct identified workplace hazards and must certify that these hazards have been eliminated by the date directed earth elicitions.

licated on the citation.

Idicated on the citation. ou must post this notice in your workplace as per N.J.A.C. 12:110-3.5 (c). hrough its on-site consultation and training program NJPEOSH offers employers free assistance in identifying and orrecting hazards or complying with standards, without citation or penalty.

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. I you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

What Organizations are Covered? • Most private employers • State and local governments (as employers) • Educational institutions (as employers) • Unions • Staffing agencies

Inder the ECO'S laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of: Race Color - Religion - National origin - Sex (including pregnancy and related conditions, sexual orientation, or gender identity) - Age (40 and older) - Disability - Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) - Retailation for filing a charge, reasonably opposing discrimination, or participating in a discrimination awauti, investigation, or proceeding.

Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination '180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways:

specis of employment, including: charge, firing, or lay-off • Harassment (including unwelcome verbal or physical conduct) • Hiring or promotion • Ass

Dischafige, IIIIIg, di Idy-di "hafassimeni (Induding umercune voice o protection protection) market and the protection of a disability or a sincerelyheld religious belief bservance or practice - Benefits - Job training - Classification - Referral - Obtaining or disclosing genetic information of employee Recuesting or disclosing medical information of employees - Conduct that might reasonably discourage someone from opposing

ditional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a compa with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

ent and former), including managers and temporary employees • Job applicants • Union members and applicants fo

24-hour Complaint Hotline (800) 624-1644 FOR MORE INFORMATION:

Occupational Safety Hazards NJ Department of Labor & Workf arce Development (N.IDI.WD) one: (609) 292-7036 Email: peosha@dol.nj.gov Website: http://lwd.dol.state.nj.us/labor/lsse/employer/Public_Employees_OSH.html

ees can readily see it

Occupational Health Hazards NJ Department of Health (NJDOH) Public Employees Occupational Sa Phone: (609) 984-1863 Safety and Health (PEOSH) Email: peosh@doh.nj.gov Website: nj.gov/health/peosh

The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Additional copies of this poster may be obtained by contacting the New Jersey Department of Labor and Workforce Development, 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 opportun programs. Auxiliary aids and services are available upon request to individuals with disabilities. Public Employees Occupational Safety and Health (PEOSH)

503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from disc on, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by

Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about Contractions or discussion their compensation or the compensation of other applicants or employees.

Childbard, substanting by hings of the start by the terms of the start by the start

J Veteran Status am Era Veteran Stadus res affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i. rs of discharge or release from active duty), active duty warilme or campaign badge veterans, or Armed Forces service is not for the service or release from active duty), active duty warilme or campaign badge veterans, or Armed Forces service is the service of th

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise oppose incrimination by Enderal contractors under these Enderal laws

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:

Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, In addition to the protections of Title VII of the Civil Rights Act of 1964, as a mended, Title VI of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of the Protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of 1964, as amended, the protection of the Civil Rights Act of the Protection of the Pr

The proceeding of the proceeding of the basis of race, color or national origin is programs or activities receiving Federal financial assistance. Employment discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination accuses or may cause discrimination in providing services under such programs. Title IX of the Education windoments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal mandal assistance is provided as a service such as the service of the service such as a service such as the service such as the service such as the service of the service such as the service such

Worker Misclassification IF MY FMPLOYER HAD ME SIGN AN INDEPENDENT CONTRACTOR AGREEMENT BEFORE HIRING ME. DOES THAT

New Jersey Law 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 may illegally deprive workers of basic rights, protections, and benefits guaranteed to employees such as ne right to be paid the minimum wage, the right to overtime pay, time and mode of pay protections, the protection against al deductions from pay, unemployment compensation, temporary disability benefits, family leave insurance benefits kers' compensation, family leave and earned sick leave. Often when workers are paid in cash "off the books", it may be a method to e misclassification or other employment related legal obligation

AM I AN EMPLOYEE OR AN INDEPENDENT CONTRACTOR?

Under New Jersey's Unemployment Compensation Law, Wage and Hour Law, Wage Payment Law, Wage Collection Law, imporary Disability Benefits Law (including sections providing for Family Leave Insurance) and Earned Sick Leave Law, if up perform a service and are paid, you are presumed to be an employee, unless the employer can prove all three of

) You have been and will continue to be free from control or direction over performance of the service, both under a contract service and in fact; and B) The service is either outside the usual course of the business for which such service is performed, or the service is

performed outside of all the places of business of the enterprise for which such service is performed; and (C) You are customarily engaged in an independently established trade, occupation, profession or business. This is referred to in New Jersey as the "ABC test" for independent contractor status. Please go to www.myworkrights.nj.gov to learn about the factors considered for each of the three above tests.

DO I HAVE TO PROVE THAT I AM AN EMPLOYEE?

No. If you worked and were paid, you are presumed to be an employee. It is the employer's burden to show that all three varts of the ABC test are met. If the employer can't meet its burden to establish all three parts of the ABC test, then you are deemed to be an employee, ntitled to the rights, protections, and benefits of an employee under the above-cited New Jersey laws. If you believe you are misclassified, email misclass@nj.dol.gov.

DOES IT MATTER IF I RECEIVED AN IRS FORM 1099. AS POSED TO IRS FORM W-2?

No. It does not matter which federal tax form the employer uses to report earnings. What matters are the facts surrounding your working relationship with the employer and the application of the ABC test to ose facts.

eave under the N.I SAFE Act may be taken by an employee who is a victim of domestic violence, as

partner, or civil union partner is a victim of domestic violence or a sexually violent offense

that term is defined in N.J.S.A. 20:25-19, or a victim of a sexually violent offense, as that term is defined in N.J.S.A. 30:4-27.6. Leave may also be taken by an employee whose child, parent, spouse, domestic

Leave under the NJ SAFE Act may be taken for the purpose of engaging in any of the following activities as they relate to an incident 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 to the employee or the employee's child, parent, spouse, domestic partner or

3) Obtaining psychological or other counseling for the employee or the employee's child, parent, spouse, omestic partner or civil union partner () 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 of

) Obtaining services from a victim services organization for the employee or the employee's child,

e employee or the employee's child, parent, spouse, domestic partner or civil union partner) Seeking legal assistance or remedies to ensure the health and safety of the employee or the



NJ.GOV/LABOR

il union partner

Updated 8/1

Updated 2/19

EMAIL: misclass@dol.nj.gov CALL: 609-292-2321 FAX: 609-292-7801

REPORTING MISCLASSIFICATION If you have been misclassified and would like to file a claim, you can do so here: https://wagehour.dol.state.nj.us/default.htm

To seek further informatio

Whistleblower Act

WRITE: Employer Accounts, Subject – Misclassification NJ Department of Labor and Workforce Development 1 John Fitch Plaza P.O. Box 942 Trenton, NJ 08625-0942

A stop-work order

the employer's business

· Whichever way you chose to reach out, multilingual staff will be able to assist you and translation assistance made available as needed You can also visit www.myworkrights.nj.gov to learn more about misclassification

Updated 6/20

tement and/or back pav

Security and Financial Empowerment (SAFE) Act The New Jersev Security and Financial Empowerment Act ("NJ SAFE Act"), P.L. 2013, c.82, provides that (6) Attending, participating in or preparing for a criminal or civil court proceeding relating to an incident The two serves security and Financial Empowerment Act (No SAFE Act), F.L. 2013, C.o.2, provides that certain employees are eligible to receive an unpaid leave of absence, for a period not to exceed 20 days in a 12-month period, to address circumstances resulting from domestic violence or a sexually violent offense. 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 for each working day during each of 20 or more calendar workweeks in the then-current or immediately preceding calendar year.

provided that the situation is emergency in nature.

This notice must be conspicuously displayed

CONTACT INFORMATION

2 above (N.J.S.A. 34:19-4)

Telephone Number:

AD-270 (10/19)

of domestic or sexual violence of which the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, was a victim. 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 may be taken intermittently in intervals of no less than one day. The unpaid leave shall run concurrently with any paid vacation leave,

ersonal leave, or medical or sick leave that the employee elects to use or which the employer requires is employee to use during any part of the 20-day period of unpaid leave. If the employee requests leave r a reason covered by both the NJ SAFE Act and the Family Leave Act, N.J.S.A. 34:11B-1 et seq., or is federal Family and Medical Leave Act, 20 U.S.C. 2601 et seq., the leave shall count simultaneously private the complexical on private under conductions for the seq. and the second s

against the employee's entitlement under each respective law. Employees eligible to take leave under the NJ SAFE Act must, if the necessity for the leave is eeable, provide the employer with written notice of the need for the leave. 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 strictest confidentiality, unly the disclosure is voluntarily authorized in writing by the employee or is authorized by a federal or State low rule are resulted. w, rule or regulation.

The NJ SAFE Act also prohibits an employer from discharging, harassing or otherwise discriminating or The No on Le Act also promotes an employer non-discharging, harassing of other wise discriminate gainst 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 took or requested any leave that the the basis that the employee took or requested any leave that the the basis that the employee took or requested any leave that the the basis that the employee took or requested any leave that the the basis that the employee took or requested any leave that the the basis that the employee took or the basis that the the basis that the took of the basis the basis that the took of the basis that the basis the basis that the basis that the basis that the basis the basis that the basis the basis that the basis that the basis that the basis the basis that the basis that the basis that the basis the basis that the basis the basis that the basis that the basis that the basis the basis that the basis the basis that the basis that the basis that the basis the basis that the basis that the oyee refused to authorize the release of information deemed confidential 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 actior in the Superior Court within one year of the date of the alleged violation. This notice must be conspicuously displayed.

2. 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

Your employer has designated the following contact person to receive written notifications, pursuant to paragraph

Once each year, employers with 10 or more employees must distribute notice of this law to their employees. If you

ed this document in a language other than English or Spanish, please call 609-292-7832.

Updated 9/13

Updated 10/1

Chapter 194, Laws of New Jersey, 2009, Relating to Employer Obligation to Maintain and Report Records arding Wages, Benefits, Taxes and Other Contributions and Ass suant to State Wage, Benefit and Tax Laws

Vage Payment Law (N.J.S.A. 34:11-4.1 et seq.) and ge and Hour Law (N.J.S.A. 34:11-56a et seg.) mplover must keep a record of each employee which contains the

Insured under a "private pian" for family leave insurance. Each employer of domestic service workers (as the term "domestic service worker" is defined in N.J.A.C. 12:16-13.11(c)) must file an annual, rather than quarterly, NJ-927H, "Domestic Employer's Annual Report," with the Division of Revenue, within the Department of the Treasury. The name of the employe . The name of the employee; . The address of the employee; . The birth date of the employee is under the age of 18; . The total hours worked by the employee each day and each workweek; . The total nours of each employee, including the regular hourly wage, gross to net imounts with itemized deductions, and the basis on which wages are paid; . Pagarding each employee up a precision gratitide. Temporary Disability Insurance and Family Leave Insurance information: Each employer must retain all records pertaining to any election to discontinue a private plan for temporary disability insurance and/or family leave insurance benefits and Regarding each employee who receives gratuities, the total gratuities received v the employee during the payroll week: Regarding each employee who receives gratuities, daily or weekly reports Disability Insurance for a one-year period from the date that the private plan is mpleted by the employee containing the following information: (a) the nployee's name, (b) the employee's address, (c) the employee's social security Each employer having a private plan for temporary disability insurance and or family leave insurance must, within 10 days after the Division of Tempo

umber. (d) the name and address of the employer. (e) the calendar day or week ad by the report and (f) the total amount of gratuities received: and Svered by the report, and (1) the total amount or graunies received, and 8. Regarding each employee for whom the employer claims credit for food or odging as a cash substitute for the employee who receives food or lodging lodging as a cash substitute for the employee who receives food or lodging supplied by the employer, information substantiating the cost of furnishing such food or lodgings, including but not limited to the nature and amount of any expenditures entering into the computation of the fair value of the food or lodging and the date required to compute the amount of the depreciated investment in any assets allocable to the furnishing of the lodgings, including the date of equiviliance the amount of each of the total

equisition or construction, the original cost, the rate of depreciation and the total mount of accumulated depreciation on such assets

through a self-insured private plan must, for the six-month periods ending he employer may use any system of time keeping provided that it is a complete, June 30 and December 31 of each calendar year during which the self-insured rue and accurate record private plan is in effect, file a statement with the Division of Temporary Disability he employer must keep the wage and hour records described above for a period Insurance, on or before the 30th day following the end of the respective six-month period showing:

The employer must keep the wage and hour records described above at the lace of employment or in a central office 1 The number of claims received during the six-month period The number of claims accepted during the six-month period,
 The amount of benefits paid during the six-month period, and
 Such other information as the Division of Temporary Disability

Prevailing Wage Act (N.J.S.A. 34:11-56.25 et seg.)

be Prevailing Wage Act (vision, or mode and or provided and or

6 days a week During school vacation season Before 6 a.m. and After 11 n m issuing officer of the school district where they live. Read working papers carefully. They contain information that is important to you. PROHIBITED MACHINES/EQUIPMENT o minor under 16 years of age may be employed, permitted, or suffered to work , about, or in connection with power-driven machinery. Papers are valid only for the period of time and conditions stated thereo ver-driven machinerv includes, but is not limited to Required Records Employers must keep certain records for all employees under age 18. Required ndar rolls or mixing rolls in rubber ma entrifugal extractors or mangles in laundries or dry cleaning establishments ircular saws, band saws, guillotine shears Improvers must need contain tester ecords are: Name • address • date of birth • start and ending hours of daily work and meal need contained and how a wares naid to each minor. realities address each of brunk worked each donuming hours of each work and mean equired records for Newspaper Carriers are: Name - address - date of birth date they began and stopped delivering newspapers - number of newspapers idd - general description of the route area served. ness records are not required to be kept for: s and related equipmer orn pickers, power hay balers, power field choppers, including work in or on gating, crimping or embossing machines og machines that have a guillotine action Solar general description of the route area served. These records are not required to be kept for: •those engaged in domestic service in private homes-those engaged in agricultural pursuits-minors 16–18 years old employed by a summer resident camp, conference or retreat operated by a nonprofit or religious corporation or association during June, July, August or September. uning interlines or mixing machines in bakeries or cracker machinery rinding, abrasive, polishing or buffing machines; however, apprentices operating ider conditions of a bona fide apprenticeship may grind their own tools. under conditions or a Paper lace machines Power lawn mowers The minimum wage rate does not apply to minors under 18 years of age except as provided in N.J.A.C. 12:56-11, 12:56-13, 12:56-14 and N.J.A.C. 12:57, Wage Orders for Minors. Power woodworking and metal working tools Power-driven woodworking machinerv (operation

When school is in session:

After 11 p.m.

Power-driven woodworking machinery (operating or helping to operate); however apprentices in a bona fide apprenticeship may operate such machines under apprentices in a botha lide apprentices in the operate such maximums under competent instruction and supervision Punch presses or stamping machines if the clearance between the ram and the die or the stripper exceeds 1/4 inch Steam boilers with more than 15 pounds of pressure. Power-driver machinery does not include: Agricultural machines when used on farms such as standard type poultry feeders washers, egg coolers, and milking machines sh register conveyor belt in a supermarket or retail establishment for minors a ast 15 years old working as cashiers or baggers tandard domestic type machines or appliances when used in domestic or

mployment Certificate

pusiness establishments Standard office type machines Standard type passenger elevator (attended or unattended) PROHIBITED PLACES PROHIBITED PLACES Any establishment where alcoholic liquors are distilled, rectified, compounded, brewed, manufactured, bottled, or sold for consumption on the premises (however, minors at least 16 years old may work as pin setters, lane attendants, or bus persons in public bowling alleys, and in restaurants or in the executive offices, maintenance departments, or pool or beach areas of a hotel, motel or guest house — but may not prepare, sell or serve alcoholic beverages, or prepa photographs, or work in any dancing or theatrical exhibition or performance while is not part of a theatrical production where alcoholic beverages are sold on the premises, while so employed. Minors at least 14 years of age may be employed as oofic addies and nool attendants).

graduate permit >to work done by minors in junior achievement programs. The kind of work that students in these programs may do is limited by the Department of Education. Employers should check these prohibitions with the coordinator of each program No minor under 18 years of age may be employed, suffered, or permitted to work in, about, or in connection with the following:

NOTE: Employers subject to the Fair Labor Standards Act (FSLA) would be required to pay the federal minimum wage to minors not covered by a wage order.

Work Prohibited to Minors Exemptions to some of these prohibitions apply: >to work done by students under the supervision and instruction of officers or

>to work done by minors who are at least 17 years old doing work related to

neir major field of study, under the conditions of the special vocational schoo

Making or packing paints, colors, white lead, or red lead ous acids or dyes; injurious quantities of toxic or nandaming banggroups of personal solution of yes, injuncted quantities of locie of noxious dust, gases, vapors or furnes. Work involving exposure to benzol or any benzol compound that is volatile or can penetrate the skin

8 hours daily

40 hours weekly

16 years old

s golf caddies and pool attendants). ny place or condition operated or maintained for immoral purposes or a Making, transporting or using explosives or highly inflammable substances. The wording "the manufacture, transportation or use of explosives or highly inflammable substances" as used in the prohibited occupations section of the Child Labor Act does not include filling the gasoline tanks of gasoline motor-driven vehicles by using a hose connected to automatic or manual-powered pumping equipment commonly used for that purpose in gasoline service station: Support of the second s Aines or quarries

re reduction works, smelters, hot rolling mills, furnaces, foundries, forging This interpretation does not in any way affect any prohibition contained in shops, or any other place where metals are heated, melted or treated Pool and billiard rooms Video stores where X-rated movies are rented or sold. the Child Labor Law concerning power-driven or hazardous machinery of hazardous occupations

amusement occupations. ³ Does not apply to minors 16 or 17 years of age employed during June, July, August, or September by a summer resident camp, conference or retreat operated by a nonprofit or religious corporation or association, unless the employment is primarily general maintenance work or food service activities. ⁴ Where the professional employment is reasonably separable into discrete PROHIBITED SUBSTANCES osive material •Carcinogenic substances • Corrosive material •Pesticides•Toxic or hazardous substances •Radioactive substances and ionizing radiation

PROHIBITED TYPES OF WORK

nolishing buildings, ships, or heavy machinery ricating or assembling ships ling aircraft, either commercial or private

iling, wiping, or cleaning machinery in motion or assisting thereir ..., mpring, or creating machinery in motion or assisting therein srating or repairing elevators or other hoisting apparatus sing nucle or without generally accepted attire vicing single-piece or multi-piece rim wheels ring beverages out of any bar service area, including outside bars at pools or r recreational facilities

Enforced by: NJ Department of Labor and Workforce Development Division of Wage and Hour Compliance, PO Box 389, Trenton NJ 08625-0389 -609-292-205 orting payrolls other than within the employer's premises uction work (exemptions include minors doing volunteer work in affordable

g). ruction work" means: -erecting, alterating, repairing, renovating, shing or removing any building or structure-excavating, filling and grading xcavating, repairing or paving roads and highways, and-any function ned within 30 feet of the above operations. uction work" does not include the repair or painting of fences, buildings and structures up to 12 feet tail. Most occupations in slaughtering, meat packing, processing, or rendering, including operating slicing machines used in delicatessens and restaurants for cutting or slicing any food product.

u need this document in Braille or large print, call 609-292-2305. users can contact this department through the New Jersey Relay: 7-1-1. New Jersey Department of Labor and Workforce Development Updated 8/19

PROHIBITIONS for ACTORS & PERFORMERS

OTHER PROHIBITED

Indecent or immoral exposure

ing as a rope or wire walker or rider, gymnast, wrestler, boxer, onist, acrobat, rider of a horse or other animal unless the minor is trained

to safely ride such horse or animal or rider of any vehicle other than that general

ised by a minor of the same age Appearing in any illegal, indecent, or immoral exhibition, practice, or theatrical

Appearance or exhibition of any physically deformed or mentally deficient mino

This and other required employer posters are available free online at nj.gov/labor. or from the Office of Constituent Relations, PO Box 110, Trenton, NJ 08625-0110

practice, exhibition or theatrical production dangerous to the life, limb, health norals of a minor

Reporting & Recordkeeping Requirements

orkers) must electronically file an NJ-927, "Employer's Quarterly Report," with

The NJ-927 lists the total of all wages paid, the wages paid in excess of the

a "private plan" for temporary disability insurance and the number of workers

nust make such records available for inspection by the Division of Temporary

Disability Insurance has mailed the employer a request for information with respect to a period of disability, furnish the Division with any information with requested or known to the employer which may bear upon the eligibility of the object.

Each employer having two or more approved private plans in effect during a calendar half-year or any portion thereof must, on or before the 30th day follow the close of the calendar half-year, file a report showing the amount of taxable wages paid during such calendar half-year to employees while covered under

each such private plan. Each employer who provides temporary disability insurance to its employees

of workers employed during the pay period, the number of workers

sured under a "private plan" for family leave insurance.

ninated

taxable maximum, the taxable wages on which contributions are due, the number

the Division of Revenue, within the Department of the Treasury, and remit the corresponding unemployment insurance, supplemental workforce fund, workforce development partnership fund, temporary disability insurance and family leave insurance contribution payments, within 30 days after the end of each quarter. has not been answered. The full name, telephone number, mailing address, ema address and fax number of the contact person must be submitted to the Division of Workers' Compensation utilizing the Division's contact person form in the manner instructed on the form. Each employer, when directed to do so by the Division of Workers'

Compensation, must submit to the Division of Workers' Compensation copies of such medical certificates and reports as it may have on file.

Gross Income Tax Act (N.J.S.A. 54A:1-1 et seq.) Employer's Quarterly Report: The Employer's Quarterly Report, NJ-927, reports New Jersey Gross Income Tax withheld, unemployment insurance, supplementa workforce fund, workforce development partnership fund, family leave insurance and temporary disability insurance wage and withholding information. Each employer is required to electronically file an Employer's Quarterly Repor NJ-927, for each calendar guarter, regardless of the amount of tax actually due for a particular quarter. Quarterly reports are due on the 30th day of the month

ollowing the end of each quarter. mployers of "domestic service workers" may report and pay New Jersey Gro ncome Tax withheld on an annual,

rather than quarterly, basis on an NJ-927H. Records to be kept: Every employer is required to keep all pertinent records available for inspection by authorized representatives of the New Jersey Division of Taxation. Such records must include the following:

1. The amounts and dates of all wage payments subject to New Jersey Gross Income Tax: 2. The names, addresses and occupations of employees receiving such payments; 3. The periods of their employment; 4. Their social security numbers; 5. Their withholding exemption certificates;

State 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

. New Jersey law prohibits an employer from taking any retaliatory action against an employee because the mployee does any of the following: . Discloses, or threatens to disclose, to a supervisor or to a public body an activity, policy or practice of the

mplover retaliatory action: protected employee actions: employee responsibilities

ientious Employee Protection Act "Whistleblower Act"

arent, spouse, domestic partner, or civil union partner

ployer or another employer, with whom there is a business relationship, that the employee reasonably believ violation of a law, or a rule or regulation issued under the law, or, in the case of an employee who is a license wides information to, or testifies before, any public body conducting an investigation, hearing or inquiry rtified health care pr o any violation of law, or a rule or regulation issued under the law by the employer or another employer, with om there is a business relationship, or, in the case of an employee who is a licensed or certified health care

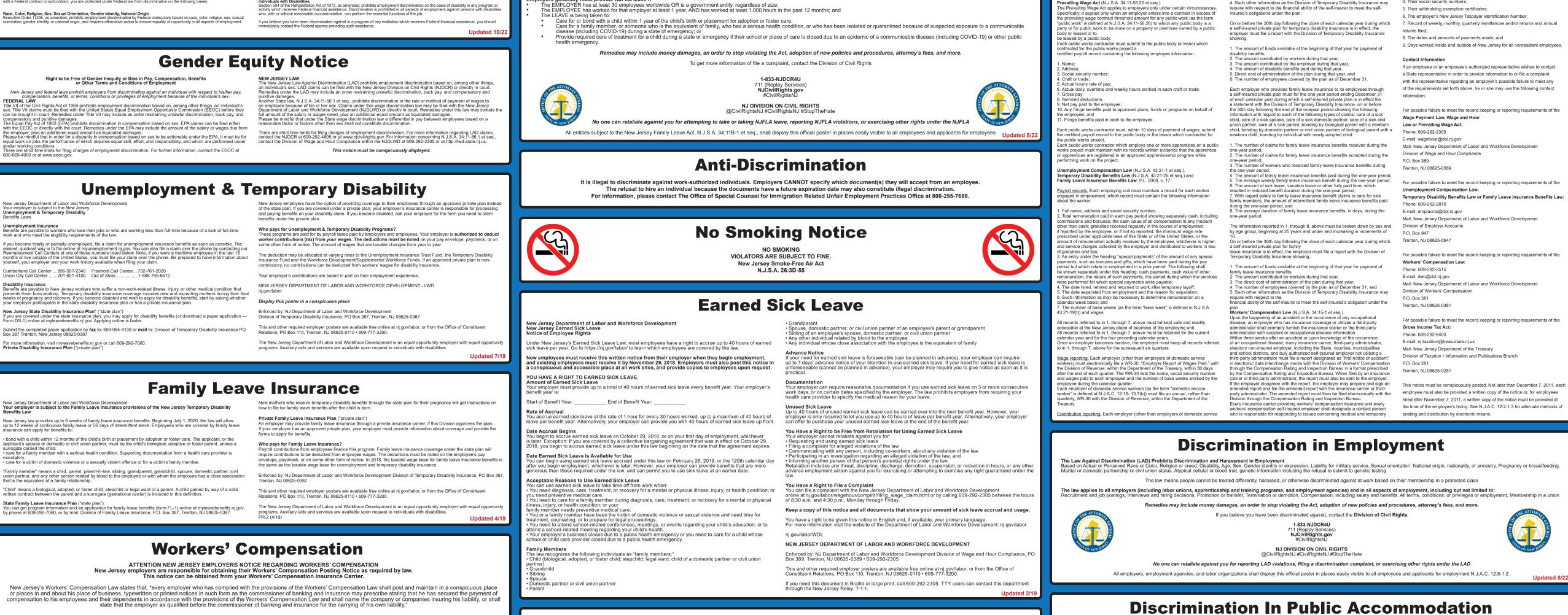
onal, provides information to, or testifies before, any public body conducting an investigation, hearing or y into quality of patient care, or vides information involving deception of, or misrepresentation to, any shareholder, investor, client, ient customer, employee, former employee, retiree or pensioner of the employer or any governmental entity.

Provides information regarding any perceived criminal or fraudulent activity, policy or practice of deception misrepresentation which the employee reasonably believes may defraud any shareholder, investor, client, tient, customer, employee, former employee, retiree or pensioner of the employer or any governmental entity obtacts the provide state of the employee and the provide state of the employer or any governmental entity of the provide state of the employee and the provide state of the employer or any governmental entity of the provide state of the employer of the provide state of the employer of the provide state of the employer of the provide state of the employer of Objects to, or refuses to participate in, any activity, policy or practice which the employee reasonably believe is in violation of a law, or a rule or regulation issued under the law or, if the employee is a licensed or certified sional, constitutes improper quality of patient care

his fraudulent or criminal; or is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection

the environment NJSA 34-19-3 If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may a be contacted by submitting a question online to OFCCP's Help Desk at https://ofccpheipdesk.doi.gov/s/, or by calling an OFCCP regional or district office, listed in most leiphone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at

Employers generally must provide NJFLA leave if



Payday Notice						
		P	AYDAY IS ON			
MONDAY	TUESDAY	C WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY

PAY SCHEDULE IS

AMBULANCE

HOSPITAL:

ALTERNATE

OSHA:

□ WEEKLY □ BI-WEEKLY □ SEMI-MONTHLY □ MONTHLY □]	
PAYCHECKS ARE ISSUED ON THE	AND	OF THE MON

Γ. orgonev Notico

Pro'Service HAWAII

TO REORDER, CALL 1-888-488-7678 OR ORDER AT STATEANDFEDERALPOSTER.COM

HR that powers your business

hapter 173, Laws of New Jersey, 1965: Relating to Payment of Wage xecutive and supervisory employees, however, may be paid at least once a calendar month

ase of company products or employer loans in accordance with the payment schedule c o or loan agreement - safety equipment - U.S. government bonds - costs and fees to replace employee identification or secured areas of airports - contributions for organized and recognized charities - rental of work clothing or uniforr fly cleaning of work clothing or uniforms - labor union dues and fees - health club membership fees - child care

νhen they are hired the rate of pay and the regular payday.

Discrimination in Housing

IRS Withholding If you can answer "yes" ... Since you last filed Form W-4 with your employer did you... Marry or divorce? Gain or lose a dependent? Change your name?

To any of these or you owed extra tax when you filed your last return, you may need to file a new Form W-4. See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676. Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS website.

Employer: Please poster or publish this Bulletin Board Poster so that your employees will see it. Please indicate where they can get forms and information on this subject.

Payment of Wages

isplay this poster in a conspicuous place

YOU MAY NEED TO CHECK YOUR WITHHOLDING

Your nonwage income (interest, dividend, capital gains, etc.)? Your family wage income (you or your spouse started or ended a job)? Your itemized deductions? Your tax credits?

Were there major changes to ...

All Employers Must Pay Wages to All Employees in Full at Least Twice a Calendar Month.

All Employers Must:

Jpdated 4/

eru	EIICV	NUL	ICE

FIRE-RESCUE

HAZARDOUS MATERIAL

PHYSICIAN

POLICE

lade in US

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

y periods must not end more than 10 working days before payday, when payment is made on a regular payday. If payment is by check, angements 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 An additional 10 days may be allowed when a labor dispute involves payroll employees loyees paid on an incentive system must be paid a reasonable estimate of wages due until exact amounts are known. nent 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 as provided in this act, except to pay at shorter intervals or to pay wages in

Vages due 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:

mounts authorized by New Jersey or United States Law or payments to correct payroll errors.

butions or payments authorized by employees either in writing or under a collective bargaining agreement for

wee welfare • insurance • hospitalization • medical or surgical or both • pension • retirement • profit-sharing plans • group of nts at any state or federally chartered bank, savin ted thrift plans • security option or security purchase plans to buy marketable securities • em sonal savings accounts such as a credit union, savings fund society, savings and loan or building and loan association • Christmas,

Noully employees of changes in bay 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

Any employer who knowingly and willfully violates any provision of this act is guilty of a disorderly persons offense. Upon conviction, su 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 due to

The Commissioner may, after giving the employer or successor firm notice and an opportunity for a hearing in accordance with the "Administrative Procedure Act," PL.1968, c.410 (C.52:148-1 et seq.), issue a written determination directing any appropriate agency th suspend any one or more licenses that are held by the employer or successor firm, for a period of time determined by the Commission

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

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

The New Jersey Law Against Discrimination (LAD) prohibits discrimination and harassment in places of public accommodation based on actual or perceived Race or color, Religion or creed, Disability, Gender identity or expression, Liability for military service, National origin, nationality, or ancestry, Pregnancy or breastfeeding, Martial or domestic partnership or civil union status, Sex, Sexual orientation

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

vplace of public accommodation is generally any place that is open to the public, including but not limited to: Schools, colleges, and universities, Summer camps, Hotels & motels, Medical providers, hospitals, doctors' offices, and harmacies, Government offices and agencies, including police departments, Stores and businesses, including restaurants.

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

If you believe you have been discriminated against, contact the Division of Civil Rights

1-833-NJDCR4U 711 (Replay Services NJCivilRights.gov #CivilRightsNJ

NJ DIVISION ON CIVIL RIGHTS @CivilRightsNJ #CivilRightsNJ #StopTheHate

No one can retaliate against you for reporting LAD violations, filing a discrimination complaint, or exercising other rights under the LAD All places of public accommodation who are covered by the Law Against Discrimination shall display this official poster in places easily visible to all persons seeking or using the accommodations N.J.A.C. 13:8-1.4.

The Law Against Discrimination (LAD) Prohibits Discrimination and Harassment in Housing Based on Actual or Perceived Race of color, Religion or creed, Disability, Familial status, Pregnancy or breastfeeding, Martial or domestic partnership or civil union status, Source of lawful income used for rental or mortgage payments, including government rental assistance benefits, Gender identity or expression, Liability for military service, National origin, nationality, or ancestry, Sex, Sexual orientation

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

The law applies to all persons who are engaged in the management of residential real property, including, but not limited to, landlords, property management companies, and cooperative and condominium associations, and to property wners, real estate agents and brokers, advertisers of sales or rentals, and mortgage companies and banks, in all aspects of housing, including but not limited to: Sale, rental, or lease, including all conditions and restrictions of tenancy in downership, lease termination, and eviction. Property management services, including settling, adjusting, and collecting rent and fees, screening of tenants and occupants, provision of accommodations, and maintenance and repair. Providing access to common building spaces to residents and their guests.



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

If you believe you have been discriminated against, contact the Division of Civil Rights



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

All persons who are engaged in the management of residential real property shall display this official poster in places easily visible to all prospective tenants and purchasers N.J.A.C. 13:8-1.3.



Updated 8/22

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