Guaranteed protection against changing laws.



Conscientious Employee Protection Act "Whistleblower Act"

Employer retaliatory action; protected employee actions; employee responsibilities

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

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

another employer, with whom there is a business relationship, that the employee reasonably believes is in violation of a law, or a rule or regulation issued under the law, or, in the case of an employee who is a licensed or certified health care professional, reasonably believes constitutes improper quality of patient care; Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation issued under the law by the employer or another employer, with whom there is a business relationship, or, in the case of an employee who is a licensed or certified health care professional, provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into quality of patient care; or
Provides information involving deception of, or misrepresentation to, any shareholder, investor, client, patient, extense peoplesso former meleone former on the properties of the perspective of the properties of the pr

rrowes miormation involving ocception of, or misrepresentation to, any sharenouter, investor, client, patient, customer, employee, former employee, retiree or pensioner of the employee or any governmental entity. Provides information regarding any perceived criminal or fraudulent activity, policy or practice of deception or misrepresentation which the employee reasonably believes may defraud any shareholder, investor, client, patient,

misrepresentation which the employee reasonably believes may defraud any shareholder, investor, client, patient, customer, employee, former employee, retiree or pensioner of the employer or any governmental entity.

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

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

(2) is fraudulent or criminal; or

(3) is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment. N.J.S.A. 34:19-3.

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 is a supervisor of the employee by written notice and given the employee are 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 as physical harm as a result of the disclosure, provided that the situation is emergency in or where the employee fears physical harm as a result of the disclosure, provided that the situation is emergency in

CONTACT INFORMATION Your empl

to receive written notifications, pursuant to paragraph 2 above (N.J.S.A. 34:19-4) Address:

This notice must be conspicuously displayed.

Once each year, employers with 10 or more employees must distribute notice of this law to their employees If you need this document in a language other than English or Spanish, please call (609) 292-7832.



CONSCIENTIOUS EMPLOYE

La Ley de protección al empleado consciente "Ley de protección del denunciante"

gueinte:

Divulgue o amenace con divulgar, ya sea a un supervisor o a una agencia pública toda actividad, directriz o norma del empleador o de cualquier otro empleador con el que exista una relación de negocios y que el empleado tem embros fundados para pensar que violan alguna ley, o en el caso de un trabajador licenciado o certificado de la salud y que tiene motivos fundados para pensar que se trata de una manera inadecuada de atención al paciente;
Facilitie información o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia o indiagación sobre la violación de alguna ley, regla o reglamento que el empleador o algin otro empleador con el que exista una relación de negocios; o en el caso de un trabajador licenciado o certificado de la salud que facilite información o preste testimonio ante cualquier agencia pública que conduzca una investigación, audiencia o indiagación sobre la calidad de la atención al paciente; o
Ofrece información concerniente al engaño o la tergiversación con accionistas, inversionistas, usuarios, pacientes, clientes, empleados, ex empleados, retirados o pensionados del empleador o de cualquier agencia gubernamental.

Ofrece información con respecto a toda actividad que co queda eserá i una fine a contractiva de cualquier agencia gubernamental.

Subernatiferration.

Offrece información con respecto a toda actividad que se pueda percibir como delictiva o fraudulenta, toda directiva o práctica engañosa o de tergiversación que el empleado tenga motivos fundados para pensar que puedieran estatar a accionistas, inversionistas, usuarios, pacientes, clientes, empleados, ex empleados, ex empleados e persionados del empleador o de cualquier agencia gubernamental. Se opone o se niega a participar en alguna actividad, directriz o práctica que el empleado tiene motivos fundados

rra pensar que:

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

(2) es fraudulenta o delictiva; o

(3) es incompatible con algún mandato establecido por las directrices públicas relacionadas con la salud pública, la seguridad o el bienestar o la protección del medio ambiente. Artículo 34:19-3 de las Leyes comentadas de New Jersey de protección del empleado consciente (N.J.S.A., por sus siglasen inglés

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

Su empleador ha designado a la siguiente persona para recibir notificaciones de acuerdo al parafo 2, de la ley (N.J.S.A. 34:19-4): Nombre:

Este aviso se debe exponer a la vista de todos.

PAYMENT OF WAGES

ew Jersey Department of Labor and Workforce Development

To be posted in a conspicuous place

Chapter 173, Laws of New Jersey, 1965:

Relating to Payment of Wages

All Employers Must Pay Wages to All Employees in Full at Least Twice a Calendar Month Executive and supervisory employees, however, may be paid at least once a calendar month

Payment shall be made on regular paydays designated in advance.

en a payday falls on a non-work day, payment shall be made on the immediately preceding work day, unless otherwise provided for in Illective bargaining agreement. The end of the pay period for which payment is made on a regular payday shall be not more than 10 working days before such regula

If payment is by check, suitable arrangements must be made for cashing the check without difficulty and for the full amount

Employees leaving or terminated for any reason, including labor disputes, shall be paid all wages due not later than the regular payday for the period in which the termination occurred.

An additional 10 days may be allowed in the event of a labor dispute involving payroll employees.
 Employees paid on an incentive system shall be paid a reasonable approximation of wages due until exact amounts can be computed.

It shall be unlawful to make any agreement for payment other than as provided in this act, except to pay at shorter intervals or to pay

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

No Deductions Shall Be Made From Employees' Wages Except: Amounts authorized by New Jersey or United States Law or payments to correct payroll errors. Contributions or payments authorized by employees either in writing or under a collective bargaining agreement for

Employee welfare • insurance • hospitalization • medical or surgical or both • pension • retirement • profit-sharing plans • plans establishing individual retirement amounties on a group or individual basis • individual retirement accounts at any State or federally chartered bank, savings bank, or savings and loan association • company-operated thirlit plans • security option or security purchase plans to buy marketable securities • employee personal savings accounts such as a credit union, savings fund society, savings and loan or building and loan association • Christmas, vacation or other savings fund society.

Purchase of company products or employer loans in accordance with a periodic payment schedule contained in the original purch or loan agreement • safety equipment • U.S. government bonds • costs and fees to replace employee identification for access to st or secured areas of airports • contributions for organized and recognized charities • rental of work clothing or uniforms • labor union dues and fees • health club membership fees • child care services.

Notify employees of changes in pay rates or paydays prior to the changes Furnish each employee with 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 at time of hiring a required notice (form number 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 shall enforce and administer the provisions of this act and the Commissioner or an authorized representative shall have the power to make all necessary inspections of establishments and records. Any employer who knowingly and willfully violates any provision of this act shall be guilty of a disorderly persons offense and upon conviction shall be punished by a fine of not less than \$100 nor more than \$1,000. Each day during which any violation of this act continues shall constitute a separate and distinct offense.

tive to or in addition to any other sanctions provided by law for violations, the Commissioner is authorized to assess and collect penalties, up to a maximum of \$250 for a first violation and up to a maximum of \$500 for each subsequent violation. The employer shall also pay the Commissioner an administrative fee equal to not less than 10% or more than 25% of any payment due to employees.

The Commissioner may, after affording the employer or successor firm notice and an opportunity for a hearing in accordance with the provisions of the "Administrative Procedure Act," P.L.1988, c.410 (C.52:14B-1 et seq.), issue a written determination directing any appropriate agency to suspend any one or more licenses that are held by the employer or successor firm, for a period of time determined by the Commissioner.

Please Note: The Division of Wage and Hour Compliance does not investigate or inquire into the legal status of any worker. The Division applies New Jersey's labor laws without regard to a worker's legal status. The Division does not share information with "Immigration".

Additional copies of this poster or any other required poster may be obtained by contacting the New Jersey Department of Labor and Workforce Development, Office of Constituent Relations, PO Box 110, Trenton, New Jersey 08625-0110, 609/777-3200.

If you need this document in braille or large print, call 609/2802-3055. TTV users can contact this department through New Jersey Relay 7-1-1.



New Jersey SAFE Act

certain employees are eligible to receive an unpaid leave of absence, for a period not to exceed 20 days in certain employees are eligible to receive an unpaid leave or a bsence, to ra 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.

Leave under the NJ SAFE Act may be taken by an employee who is a victim of domestic violence, as that term is defined in N.J.S.A. 2C: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 partner, or civil union partner is a victim of domestic violence or a sexually violent offense

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
- (2) Obtaining services from a victim services organization for the employee or the employee's child, parent, spouse, domestic partner, or civil union partner
- (3) Obtaining psychological or other counseling for the employee or the employee's child, parent, spouse
- (4) Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety from future domestic violence or sexual violence or to ensure the economic security of the employee or the employee's child, parent, spouse, domestic partner or civil union partner
- (5) Seeking legal assistance or remedies to ensure the health and safety of the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, including preparing for or participating in any civil or criminal legal proceeding related to or derived from domestic violence or
- (6) Attending, participating in or preparing for a criminal or civil court proceeding relating to an incident 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 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, personal leave, or medical or sick leave that the employee elects to use or which the employer requires the employee to use during any part of the 20-day period of unpaid leave. If the employee requests leave for a reason covered by both the NJ SAFE Act and the Family Leave Act, NJ,S.A. 34:11B-1 et seq., or the federal Family and Medical Leave Act, 20 U.S.C. 2601 et seq., the leave shall count simultaneously 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 foreseeable, 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, unless the disclosure is voluntarily authorized in writing by the employee or is authorized by a federal or State law, rule or regulation.

The NJ SAFE Act also prohibits an employer from discharging, harassing or otherwise discriminating or retaliating or threatening to discharge, harass or otherwise discriminate against an employee with respect to the compensation, terms, conditions or privileges of employment on the basis that the employee took or requested any leave that the employee was entitled to under the NJ SAFE Act, or on the basis that the employee refused to authorize the release of information deemed confidential under the NJ SAFE Act.

To obtain relief for a violation of the NJ SAFE Act, an aggrieved person must file a private cause of action in the Superior Court within one year of the date of the alleged violation.

This notice must be conspicuously displayed.

FAMILY LEAVE INSURANCE

AD-289

Your employer is subject to the

Family Leave Insurance provisions of the New Jersey Temporary Disability Benefits Law

New Jersey law provides up to 6 weeks of family leave insurance benefits. Beginning July 1, 2020, the law will allow up to 12 weeks of continuous family leave or 56 days of intermittent leave. Employees who are covered by family leave insurance can apply for benefits to:

- bond with a child within 12 months of the child's birth or placement by adoption or foster care. The applicant, or the applicant's spouse or domestic or civil union partner, must be the child's biological, adoptive or foster parent, unless a surrogate carried the child.
- care for a family member with a serious health condition. Supporting documentation from a health care
- care for a victim of domestic violence or a sexually violent offence or for a victim's family member. "Family member" means a child, parent, parent-in-law, sibling, grandparent, grandchild, spouse, domestic partner, civil union partner, and any other person related by blood to the employee or with whom the
- mployee has a close association that is the equivalent of a family relationship. "Child" means a biological, adopted, or foster child, stepchild or legal ward of a parent. A child gained by way of a valid written contract between the parent and a surrogate (gestational carrier) is included in this definition.

State Family Leave Insurance Plan ("state plan")

Private Family Leave Insurance Plan ("private plan")

You can get program information and an application for family leave benefits (form FL-1) online at myleavebenefits.nj.gov, by phone at 609-292-7060, or by mail: Division of Family Leave Insurance, P.O. Box 387. Trenton, NJ 08625-0387.

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

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

plan. If your employer has an approved private plan, your employer must provide information about coverage and provide the forms to apply for benefits.

leave insurance benefits is the same as the taxable wage base for unemployment and temporary disability

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

Enforced by: NJ Department of Labor and Workforce Development Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387

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 • 609-777-3200.

Display this poster in a conspicuous place



MINIMUM WAGE

Wage and Hour Law Abstract N.J.S.A. 34:11-56a et seq.

Statutory Minimum Wage Rate

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

Date	Most Employers	(fewer than 6)	Agricultural Employers	*Cash Wage for Tipped Workers
January 1, 2019	\$8.85	\$8.85	\$8.85	\$2.13
July 1, 2019	\$10.00	NO CHANGE	NO CHANGE	\$2.63
January 1, 2020	\$11.00	\$10.30	\$10.30	\$3.13
January 1, 2021	\$12.00	\$11.10	NO CHANGE	\$4.13
January 1, 2022	\$13.00	\$11.90	\$10.90	\$5.13
January 1, 2023	\$14.00	\$12.70	\$11.70	NO CHANGE
January 1, 2024	\$15.00	\$13.50	\$12.50	NO CHANGE
January 1, 2025	TBD	\$14.30	\$13.40	TBD
January 1, 2026	TBD	\$15.00	\$14.20	TBD
January 1, 2027	TBD	TBD	\$15.00	TBD

Wage Order and Regulations

Hotel and motel Food service (restaurant industry)

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

First processing of farm products

Exempt from the statutory minimum wage rate are fulltime students employed by the college or university at which they are enrolled at not less than 85% of the effective minimum wage rate; outside sales person sales person of motor vehicles; part time employees sales person or moor vernices, part time emproyees primarily engaged in the care and tending of children in the home of the employer; and minors under 18 (except that minors under 18 in the first processing from particular hotels, protein proteins and from processing the protein proteins.

beauty culture, laundry, cleaning, dyeing, light

by the wage order rates as above and vocational

Labor Law are covered by the statutory rate

manufacturing and apparel occupations are covered

school graduates with special permits under the Child

· limousine drivers.

Labor on a Farm at Piece-Rate

Overtime

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

Exempt from the overtime entitlement

employees engaged in labor on a farm or relative to raising or care

Employees engaged on a piece-rate basis to labor on a farm shall be paid for each day worked not less than the minimum hourly wage rate multiplied by the total number of hours worked.

Any employer who violates any provisions of this act shall be guilty of a disorderly persons violation and upon conviction shall be punished by a fine of not less than \$100 nor more than \$1,000. As an alternative to or in addition to any other

sanctions provided by law for violations, the Commissioner is authorized to assess and collect administrative penalties, up to a maximum of \$250 for a first violation and up to a maximum of \$500 for each subsequent violation. The employer shall also pay the Commissioner an

administrative fee equal to not less than 10% or more than 25% of any payment due to employees Penalties for violation of this order are set forth in

f you need this document in Braille or large print, call 609-292-2305. TTY users can contact his department through the New Jersey Relay: 7-1-1. Display this poster in a conspicuous place

Enforced by: NJ Department of Labor and Workforce Development Division of Wage and Hour Compliance, PO Box 389, Trenton, NJ 08625-0389 • 609-292-2305 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 • 609-777-3200.

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

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

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

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

There are strict time limits for filling charges of employment discrimination. For further information, contact the EEOC at 800-669-4000 or at www.eeoc.gov.

Another State law, N.J.S.A. 34:11-56.1 et seq., prohibits discrimination in the rate or method of payment of wages to an employee because of his or her sex. Claims under this wage discrimination law may be filed with the New Jersey Department of Labor and Workforce Development (N.DILWD) or directly in court. Remedies under this law may include the full amount of the salary or wages owed, plus an additional equal amount as

Please be mindful that under the State wage discrimination law a differential in pay bet on a reasonable factor or factors other than sex shall not constitute discrimination.

There are strict time limits for filing charges of employment discrimination. For more information regarding LAD claims, contact the NJDCR at 609-292-4605 or at www.njcivilirights.gov. For information concerning N.J.S.A. 34:11-56.1 et seq., contact the Division of Wage and Hour Compliance within the NJDLWD at 609-292-2305 or at http://lwd.state.ni.us.

This notice must be conspicuously displayed.

Derecho a estar exento de desigualdad o discriminación

La Ley de Igualdad Salarial de 1963 (EPA, por sus siglas en inglés) prohibe la discriminación con respecto a la remuneración basado en el género de la persona. Las reclamaciones acordes a EPA se pueden presentar ya sea ante la EEOC o directamente antes los tribunales, Entre los recursos legales conforme a EPA están. Ia retribución de las sumas de salarios o sueldos que el empleador deba, además de una suma adicional equivalente por daños y perjuicios liquidados.

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

LEYES DE NEW JERSEY

LEYES DE NEW JERSEY

La Ley contra la Discriminación en New Jersey (LAD, por sus siglas en inglés) prohibe la discriminación laboral debido al género de la persona, entre otras cosas. Las reclamaciones conforme a LAD se pueden presentar a la División de Derechos Civiles de New Jersey (NJDCR, por sus siglas en inglés) o directamente ante los tribunales. Entre los recursos legales conforme a LAD están: una orden que prohiba los actos lificiots de discriminación, que se pague remuneración con carácter retroactivo, y que se pague por daños compensatorios y punitivos.

Otra ley estatal, N.J.S.A. 34:11-56.1 y siguientes, también prohibe la discriminación respecto a la tasa salarial o el método de pago de salarios al empleado debido a su género. Las reclamaciones conforme a esta ley contra la discriminación con respecto a los salarios se pueden presentar ante el Departamento de Trabajo y Desarrollo de la Fuerza Laboral de New J. (WDUWD, por sus siglas en inglés) o directamente antes los tribunales. Entre los recursos legales conforme a esta ley est la retribución de las sumas de salarios o sueldos que le deben, además de una suma adicional equivalente por daños y

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

FAMILY LEAVE ACT The New Jersey

Family Leave Act

The EMPLOYEE has worked for that employer for at least one year, and has worked at least 1,000 hours during the last 12 months.

Note that the New Jersey Family Leave Act does not provide leave for the employee's own health condition Employees may be eligible for additional leave under the federal Family and Medical Leave Act.

Except when emergent circumstances require shorter notice, the employee must give the employer the following notice before taking Family Leave:

For intermittent leave at least 15 days' notice

 For consecutive leave to care for a family member with a serious health condition, notice "in a reasonable and practicable manner." • In emergent circumstances, the employee should give the employer as much notice as possible. To ensure that the employee meets the eligibility requirements, the employer may require the employee to provide a certification from a health care provider regarding the family member's serious health condition the date of a newbom's birth or the date of participation or foster care.

To get more information or to determine whether you can file a complaint with DCR, visit **www.NJCivilRights.gov** or contact one of the regional offices listed belo

CIVILLE RIGHTS

New Jersey Law Prohibits **Discrimination**

in **Employment**

Race, Creed, Color, National Origin, Age, Ancestry, Nationality, Marital or Domestic Partnership or Civil Union Status, Sex, Pregnancy, Breastfeeding, Gender Identity or Expression, Disability, Liability for Military Service, Affectional or Sexual Orientation, Atypical Cellular or Blood Trait, Genetic Information (including the refusal to submit to genetic testing)

Private or State and Local Government Employers, Employment Agencies, or

WITH RESPECT TO:

Hiring, Promotion, Transfer, Demotion, Termination, Salary, Benefits, Other Privileges, Conditions or Terms of Employment, Layoff, Harassment, Apprenticeship and Training Programs, Job Referrals, or Union Membership

REMEDY MAY INCLUDE: An Order Restraining Unlawful Discrimination, Back Pay, Damages for Pain and Humiliation Experienced as a Result of Unlawful Discrimination, Punitive Damages, and Attorney's Fees

It is also unlawful to publish employment advertisements which discriminate against persons in violation of the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 et seq.

eported to the nearest office of the NJ D at 866-405-3050 (Toll-Free) or online www.NJCivilRights.gov Central Regional Office
140 East Front Street
5 Executive Campus

140 East Front Street P.O. Box 090 Trenton, NJ 08625-0090 Phone: (609) 292-4605 Fax: (609) 984-3812 CIVILLE RIGHTS

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

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

NEW JERSEY LAW

The New Jersey Law Against Discrimination (LAD) prohibits employment discrimination based on, among other things, an individual's sex. LAD claims can be flied with the New Jersey Division on Civil Rights (NJDCR) or directly in court. Remedies under the LAD may include an order restraining unlawful discrimination, back pay, and compensatory and punitive damages.

de género con respecto al pago, la remuneración, los beneficios o cualquier otro término o condición de empleo

LEYES FEDERALES
El Titulo VII de la Ley de Derechos Civiles de 1964 prohibe la discriminación laboral debido al género de la persona, entre otras cosas. Las redamaciones acordes al Titulo VIII deben ser presentadas ante la Comisión de Igualdad de Oportunidades en el Empleo de las Estados Unidos (EEOC, por sus siglas en ingles) antes de que puedan ser presentadas ante un tribunal. Entre los recursos legales conforme al Titulo VII están: una orden que prohiba los actos ilicitos de discriminación, que se pagu remuneración con carácter retroactivo, y que se pague por daños compensatorios y punitivos.

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

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

Este aviso se debe exponer a la vista de todos.

The New Jersey Family Leave Act entitles certain employees to take up to 12 weeks of family leave in a 24-month period without losing their jobs. With some exceptions, employers must provide this type of leave if: The EMPLOYER has at least 50 employees (or at least 30 employees as of June 30, 2019), or is a government entity, regardless of size.

The LEAVE OF ABSENCE is being taken to care for or bond with a child within 1 year of the child's birth or placement for adoption or foster care, OR to care for a family member, or someone who is the "equivalent" of family, who has a serious health condition.

For consecutive leave to care for a newborn or a child placed for foster care or adoption, at least 30 days' notice; and

In Retaliation for Filing a Complaint, Participating or Testifying in Any Proceedings or for Opposing Any Acts Forbidden under the New Jers