

# New Jersey Department of Labor and Workforce Development Wage and Hour Law Abstract N.J.S.A. 34:11-56a et seq.

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

Date	Most Employers	Seasonal & Small Employers (less than 10)	Agricultural Employers	Cash for Tipped Workers	Wage for Long-Term Care Facility Direct Care Workers
1-1-2020	\$11	\$10.30	\$10.30	\$3.13	\$11.514 as of 11/7/20
1-1-2021	\$12	\$11.10	\$10.30	\$4.13	\$15
1-1-2022	\$13	\$11.90	\$11.05	\$5.13	\$16
1-1-2023	\$14.13	\$12.93	\$12.01	\$5.26	\$17.13
1-1-2024	\$15.13	\$13.73	\$12.81	\$5.26	\$18.13
1-1-2025	\$15.49	\$14.53	\$13.40	\$5.62	\$19.49
1-1-2026*	\$15.92	\$15.23	\$14.20	\$6.05	\$19.92

\*Minimum wage may continue to increase each January 1 based on a measure of inflation.

**WAGE ORDER REGULATIONS**  
Employees in the occupations found below are covered by this wage order and regulations and must be paid not less than the statutory minimum wage rate.

- First processing of farm products
- Hotel and motel
- Food service (restaurant industry)
- Seasonal amusement

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

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

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

Enforced by: NJ Department of Labor and Workforce Development  
Division of Wage and Hour Compliance, P.O. Box 389, Trenton, NJ 08625-0389 • 609-292-2305  
TTY users can contact this department through the New Jersey Relay: 7-1-1.  
If you need this document in Braille or large print, call 609-292-2305. TTY users can contact this department through the New Jersey Relay: 7-1-1.  
**Display this poster in a conspicuous place**

## New Jersey Department of Labor and Workforce Development

Your employer is subject to the New Jersey

# Unemployment & Temporary Disability Benefits Laws

**Unemployment Insurance**  
Benefits are payable to workers who lose their jobs or who are working less than full time because of a lack of full-time work and who meet the eligibility requirements of the law.

If you become totally or partially unemployed, file a claim for unemployment insurance benefits as soon as possible. The easiest, quickest way is to file online at [myunemployment.nj.gov](http://myunemployment.nj.gov). You can also file a claim over the phone by contacting our Reemployment Call Centers at one of these numbers listed below. Note, if you were a marriage employee in the last 18 months or live outside of the United States, you must file your claim over the phone. Be prepared to have information about your employer and your work history available when filing your claim.

Cumberland Call Center.....856-507-2340      Freehold Call Center.....732-761-2020  
Union City Call Center.....201-601-4100      Out of State.....1-888-795-6672

**Disability Insurance**  
Benefits are payable to New Jersey workers who suffer a non-work-related illness, injury, or other medical condition that prevents them from working. Temporary disability insurance coverage includes new and expecting mothers during their final weeks of pregnancy and recovery. If you become disabled and wish to apply for disability benefits, start by asking whether you or employer participates in the state disability insurance plan or has a private insurance plan.

**New Jersey State Disability Insurance Plan ("state plan")**  
If you are covered under the state insurance plan, you may apply for disability benefits (or download a paper application – Form DS-1) online at [myleavebenefits.nj.gov](http://myleavebenefits.nj.gov). Applying online is faster.

Submit the completed paper application by fax to: 609-984-4138  
or mail to: Division of Temporary Disability Insurance  
PO Box 387  
Trenton, New Jersey 08625-0387

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

**Private Disability Insurance Plan ("private plan")**  
New Jersey employers have the option of providing coverage to their employees through an approved private plan instead of the state plan. If you are covered under a private plan, your employer's insurance carrier is responsible for processing and paying benefits on your disability claim. If you become disabled, ask your employer for the form you need to claim benefits under the private plan.

**Who pays for Unemployment & Temporary Disability Programs?**  
These programs are paid for by payroll taxes paid by employers and employees. Your employer is authorized to deduct worker contributions (tax) from your wages. The deductions must be noted on your pay envelope, paycheck, or on some other form of notice. The amount of wages that are taxable changes from year to year.

The deduction may be allocated at varying rates to the Unemployment Insurance Trust Fund, the Temporary Disability Insurance Fund and the Workforce Development/Supplemental Workforce Funds. If an approved private plan is non-contributory, no contributions can be deducted from workers' wages for disability insurance.

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

Enforced by: NJ Department of Labor and Workforce Development  
Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387  
This and other required employer posters are available free online at [nj.gov/abor](http://nj.gov/abor), or from the Office of Customer Relations, P.O. Box 110, Trenton, NJ 08625-0110, 800-777-3200.  
The New Jersey Department of Labor and Workforce Development is an equal opportunity employer with equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities.

**Display this poster in a conspicuous place**

## New Jersey Department of Labor and Workforce Development

# New Jersey Earned Sick Leave Notice of Employee Rights

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

**New employees must receive this written notice from their employer when they begin employment, and existing employees must receive it by November 29, 2016. Employers must also post this notice in a conspicuous and accessible place at all work sites, and provide copies to employees upon request.**

**YOU HAVE A RIGHT TO EARNED SICK LEAVE.**  
Amount of Earned Sick Leave  
Your employer must provide up to a total of 40 hours of earned sick leave every benefit year. Your employer's benefit year is:  
Start of Benefit Year: \_\_\_\_\_ End of Benefit Year: \_\_\_\_\_

**Rate of Accrual**  
You accrue earned sick leave at the rate of 1 hour for every 30 hours worked, up to a maximum of 40 hours of leave per benefit year. Alternatively, your employer can provide you with 40 hours of earned sick leave up front.

**Date Accrual Begins**  
You begin to accrue earned sick leave on October 29, 2018, or on your first day of employment, whichever is later.

**Exception:** If you are covered by a collective bargaining agreement that was in effect on October 29, 2018, you begin to accrue earned sick leave under this law beginning on the date that the agreement expires.

**Date Earned Sick Leave is Available for Use**  
You can begin using earned sick leave accrued under this law on February 26, 2019, or the 120th calendar day after you begin employment, whichever is later. However, your employer can provide benefits that are more generous than those required under the law, and can permit you to use sick leave at an earlier date.

**Acceptable Reasons to Use Earned Sick Leave**  
You can use earned sick leave to take time off from work when:

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

**Family Members**  
The law recognizes the following individuals as "family members":

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

## Your employer is subject to the Family Leave Insurance provisions of the New Jersey Temporary Disability Benefits Law

New Jersey employees can receive cash benefits while taking leave from work to bond with a new child, care for a loved one with a physical or mental health condition, or cope with domestic or sexual violence. Employees can receive benefits for up to 12 consecutive weeks or 56 intermittent days in a 12-month period.

Ask your employer whether they participate in the state family leave insurance plan ("state plan") or have a private family leave insurance plan ("private plan"). See the current year's maximum benefit level, eligibility requirements, and how to apply at [myleavebenefits.nj.gov/fvli](http://myleavebenefits.nj.gov/fvli).

**State Plan**  
The state plan provides 85% of workers' average weekly wages, up to a maximum amount set for each calendar year. Payroll contributions from employees finance this program.

**Private Plan**  
An employer may provide family leave insurance through a private insurance carrier, if approved by the Division of Temporary Disability and Family Leave Insurance. The plan must be at least as generous as the state plan. If your employer has an approved private plan, they must provide information about coverage and how to apply for benefits.

**Job Protection**  
While you receive benefits, your job may be protected under state or federal law. Learn more at [myleavebenefits.nj.gov/jobprotection](http://myleavebenefits.nj.gov/jobprotection).

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NJ Department of Labor & Workforce Development  
PO Box 387 • Trenton, New Jersey 08625-0387  
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**Display this poster in a place noticeable to all employees.**

## Display this poster in a conspicuous place

# Chapter 173, Laws of New Jersey, 1965: Relating to Payment of Wages

**All Employers Must Pay Wages in Full at Least Twice a Calendar Month.**  
Executive and supervisory employees, however, may be paid at least once a calendar month. Payment must be made on regular paydays designated in advance.  
When a payday falls on a non-work day, payment must be made on the immediately preceding work day, unless a collective bargaining agreement states otherwise.  
Pay periods must not be longer than 10 working days before payday, when payment is made on a regular payday. If payment is by check, arrangements must be made to allow employees to cash the full check without difficulty.

- Employees leaving or terminated for any reason, including labor disputes, must be paid all wages due not later than the regular payday for the period in which employment ended.
- An additional 10 days may be allowed when a labor dispute involves payroll employees.
- Employees paid on an incentive system must be paid a reasonable estimate of wages due until exact amounts are known.
- Payment may be made through regular pay channels or by mail if requested by the employee.

It is unlawful to make any agreement for payment other than as provided in this act, except to pay at shorter intervals or to pay wages in advance.  
Wages due to a deceased employee may be paid to the survivors in the order of preference as outlined in the statute.

**No Deductions from Employees' Wages are Permitted Except:**  
Amounts authorized by New Jersey or United States Law or payments to correct payroll errors. Contributions or payments authorized by employees either in writing or under a collective bargaining agreement for:  
Employee welfare • insurance • hospitalization • medical or surgical or both • pension • retirement • profit-sharing plans • group or individual retirement annuities • individual retirement accounts • any state or federally chartered bank, savings bank, or savings plan • labor association • company-operated profit plans • security option or security purchase plans to buy marketable securities • employee personal savings accounts such as a credit union, savings fund society, savings and loan or building and loan association • Christmas, vacation or other savings funds • purchase of company products or employer loans in accordance with the payment schedule contained in the original purchase or loan agreement • safety equipment • U.S. government bonds • costs and fees to replace employee identification for access to sterile or secured areas of airports • contributions for religious and recognized charities • rental of work clothing or uniforms or for laundering or dry cleaning of work clothing or uniforms • labor union dues and fees • health club membership fees • child care services.

**Penalties**  
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 to 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 N.J.S.A. 34:11-56a22.

**All Employers Must:**

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

**The Commissioner of Labor and Workforce Development will enforce and administer the provisions of this act. The Commissioner or an authorized representative has the power to make all necessary inspections of establishments and records.**  
Any employer who knowingly and willfully violates any provision of this act is guilty of a disorderly persons offense. Upon conviction, such employer will be punished by a fine of at least \$100 but not more than \$1,000. Each day during which any violation of this act continues will constitute a separate and distinct offense.  
As an alternative to or in addition to any other sanctions allowed by law for violations, the Commissioner is authorized to assess and collect administrative penalties, up to \$250 for a first violation and up to \$500 for each subsequent violation.  
The employer will also pay the Commissioner an administrative fee equal to at least 10% but not more than 25% of any payment due to employees.  
The Commissioner may, after giving the employer or successor firm notice and an opportunity for a hearing in accordance with the Administrative Procedure Act, P.L. 1968, c.410 (C.52:14B-1 et seq.), issue a written determination directing any appropriate agency to suspend any one or more licenses that are held by the employer or successor firm, for a period of time determined by the Commissioner.

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

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

## Attention New Jersey Employers Re: Workers' Compensation poster

# STATE LABOR LAW

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

## 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.

**IF AN EMPLOYER HAS BEEN AN INDEPENDENT CONTRACTOR AGREEMENT BEFORE HIM, HE DOES THAT MAKE AN INDEPENDENT CONTRACTOR?**  
No. The determination must be determined based on an analysis of all the facts and circumstances surrounding the relationship between the employer and the worker. The following factors are used to determine if a worker is an employee or an independent contractor:

- Whether the worker is engaged in a separate business.
- Whether the worker is engaged in a separate business.
- Whether the worker is engaged in a separate business.

**IF 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 payment of a remedy to make the misclassification right, the employer may be liable for the following:

- A civil penalty of up to \$1,000 per misclassified employee for each violation.
- A civil penalty of up to \$1,000 per misclassified employee for each violation.
- A civil penalty of up to \$1,000 per misclassified employee for each violation.

**DO I HAVE TO PROVE THAT I AM AN EMPLOYEE?**  
No. The employer has the burden of proving that the worker is an independent contractor.

**AM I PROTECTED FROM RETALIATION BY AN EMPLOYER FOR REPORTING MISCLASSIFICATION?**  
Yes. An employer who retaliates against an employee for reporting misclassification is liable for the following:

- A civil penalty of up to \$1,000 per misclassified employee for each violation.
- A civil penalty of up to \$1,000 per misclassified employee for each violation.
- A civil penalty of up to \$1,000 per misclassified employee for each violation.

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

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

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

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

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

There are strict time limits for filing charges of employment discrimination. For further information, contact the EEOC at 800-669-4000 or at [www.eeoc.gov](http://www.eeoc.gov).

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

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

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

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

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  
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**Display this notice must be conspicuously displayed.**

## This Notice Must Be Posted in a Conspicuous Place

# New Jersey SAFE Act

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

## Leave of absence to address domestic or sexual violence

The New Jersey Security and Financial Empowerment Act ("NJ SAFE Act") provides that certain employees are eligible to receive an unpaid leave of absence, for up to 20 days in a 12-month period, to address circumstances resulting from domestic violence or a sexually violent offense.

**Eligible Employees**  
To be eligible, the employee must have worked at least 1,000 hours during the immediately preceding 12-month period. Further, the employee must have worked for an employer in the State that employs 25 or more employees.

**Covered Reasons for NJ SAFE Act Leave**  
NJ SAFE Act leave may be taken for the purpose of engaging in any of the following activities by (1) an employee who is a victim of domestic violence or a sexually violent offense, or (2) an employee whose parent-in-law is a victim of domestic violence, or (3) an employee whose spouse, domestic partner, or civil union partner, or any other individual related by blood to the employee, or any other individual that the employee shows to have a close association with the employee which is the equivalent of a family relationship, is a victim of domestic violence or a sexually violent offense:

- Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic or sexual violence
- Obtaining services from a victim services organization
- Obtaining psychological or other counseling
- 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
- Seeking legal assistance or remedies to ensure health and safety
- Attending, participating in or preparing for a criminal or civil court proceeding relating to an incident of domestic or sexual violence.

**When NJ SAFE Act Leave May Be Taken**  
Leave under the NJ SAFE Act must be used in the 12-month period immediately following an instance of domestic violence or a sexually violent offense. The unpaid leave must be taken at least one day at a time, and may be taken intermittently.

**NJ SAFE Act and Other Leave Laws**  
Unpaid leave under the SAFE Act shall run concurrently with any paid vacation leave, personal leave, or medical or sick leave, or any family temporary disability leave benefits, that the employee elects to use during any part of the 20-day period of unpaid leave. If the employee requests leave for a reason covered by both the NJ SAFE Act and the Family Leave Act, N.J.S.A. 34:11B-1 et seq., or the Federal Family 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.

**Prohibition Against Retaliation Under the NJ SAFE Act**  
The NJ SAFE Act also prohibits an employer from discharging, harassing or otherwise discriminating or retaliating or threatening to discharge, harass or otherwise discriminate against an employee with respect to the compensation, terms, conditions or privileges of employment on the basis that the employee took or requested any leave that the employee was entitled to under the NJ SAFE Act, or on the basis that the employee refused to authorize the release of information deemed confidential under the NJ SAFE Act. Learn more at [myworkrights.gov](http://myworkrights.gov).

**Seeking a Remedy 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. Learn more at [njcourts.gov](http://njcourts.gov).

**Need Additional Support?**  
You and your loved one deserve help coping with and finding safety from domestic or sexual violence. For additional support, contact:  
New Jersey Coalition Against Sexual Assault Hotline 1-800-601-7200  
New Jersey Domestic Violence Hotline 1-800-572-SAFE (7233)  
Women's Referral Central 1-800-322-8092

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

## NOTICE

# Mandatory Workplace Communications

Employers are prohibited from requiring employees to attend meetings or participate in communications where the primary purpose is to communicate the employer's opinion on political or religious matters. Political matters include electioneering communication and the employer's decision to join or support any political party or any political, civic, community, fraternal, or labor organization. Religious matters include an employer's religious beliefs, practices, or tenets.

An employer may not discharge, discipline, or otherwise penalize an employee because the employee:

- Makes a good faith report of a violation of this law.
- Refuses to attend a meeting or participate in a communication regarding political or religious matters.

This is a summary of the New Jersey Rev. Stat. § 34:19-9. This is not a complete text of the law.

## The New Jersey Family Leave Act (NJFLA)

entitles certain employees to take up to 12 weeks of family leave in a 24-month period without losing their jobs

**Employers generally must provide NJFLA leave if**

- The EMPLOYER has at least 30 employees worldwide OR is a government entity, regardless of size;
- The EMPLOYEE has worked for that employer for at least 1 year, AND has worked at least 1,000 hours in the past 12 months; and
- The LEAVE is being taken to:
  - Care for or bond with a child within 1 year of the child's birth or placement for adoption or foster care;
  - Care for a family member, or someone who is the equivalent of family, who has a serious health condition, or who has been isolated or quarantined because of suspected exposure to a communicable disease (including COVID-19) during a state of emergency; or
  - Provide required care or treatment for a child during a state of emergency if their school or place of care is closed due to an epidemic of a communicable disease (including COVID-19) or other public health emergency.

Certain employees may be eligible for additional leave under the Federal Family and Medical Leave Act.

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

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

1-833-NJDCR4U | NJCivilRights.gov  
711 (Relay Service) | #CivilRightsNJ

No one can retaliate against you for attempting to take or taking NJFLA leave, reporting NJFLA violations, or exercising other rights under the NJFLA  
All entities subject to the New Jersey Family Leave Act, N.J.S.A. 34:11B-1 et seq., shall display this official poster in places easily visible to all employees and applicants for employment.

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

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

- Race or Color
- Religion or creed
- Disability
- Age
- Sex
- Gender identity or expression
- Labority for military service
- Sexual orientation
- National origin, nationality, or ancestry
- Pregnancy or breastfeeding
- Marital or domestic partnership or civil union status
- Atypical cellular or blood trait, genetic information

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

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

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

1-833-NJDCR4U | NJCivilRights.gov  
711 (Relay Service) | #CivilRightsNJ

No one can retaliate against you for reporting LAD violations, filing a discrimination complaint, or exercising other rights under the LAD  
All employers, employment agencies, and labor organizations shall display this official poster in places easily visible to all employees and applicants for employment. N.J.A.C. 13:9-1.2