

November 2011

## **NEW POSTER REQUIREMENT FOR NEW JERSEY EMPLOYERS**

In January 2010, then Acting Governor Stephen Sweeney signed a new law concerning an employer's responsibility to maintain and report records regarding wages, benefits and taxes and other contributions or assessments. Under this law, employers are required to conspicuously post notification, in a place accessible to all employees, of the employer's obligation to maintain and report these records. On November 4, 2011, the New Jersey Department of Labor ("NJDOL") published a new six-page notice which all New Jersey employers are required to post in the workplace. A copy of the notice can be found in the "Required Employer Posters" section on the NJDOL homepage at <http://lwd.state.nj.us>.

The notice provides detailed information about an employer's obligation to maintain and report records under the following New Jersey employment laws:

• Wage Payment Law	• Wage and Hour Law
• Prevailing Wage Act	• Unemployment Compensation Law
• Temporary Disability Benefits Law	• Family Leave Insurance Law
• Workers' Compensation Act	• Gross Income Tax Act

The law prohibits discrimination against an employee who has made an inquiry or complaint about any possible violation of these laws. The notice provides contact information for each of the state departments responsible for enforcing these laws.

**Employers have until December 7, 2011, to post the notice in a conspicuous place accessible to all employees.** Alternatively, employers with an internet or intranet site for exclusive use by employees may post the notice there.

Each employee must also be provided either a written copy of the notice or a copy of the notice via e-mail no later than **December 7, 2011**. For all employees hired after **November 7, 2011**, a written copy of the notice must be provided at the time of the employee's hiring.

All New Jersey employers must take immediate steps to begin complying with this new posting requirement. Failure, to comply with this law or these notification requirements can result in conviction for a disorderly persons offense and fines up to \$1,000.

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