

P.L.2012, CHAPTER 57, *approved September 19, 2012*
Assembly, No. 2647 (*Second Reprint*)

1 AN ACT concerning employer notices and supplementing P.L.1952,
2 c.9 (C.34:11-56.1 et seq.).

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4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

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7 1. 'a.'¹ Every employer in this State², with 50 or more
8 employees,² shall conspicuously post notification, in a place or
9 places accessible to all workers in each of the employer's
10 workplaces, in a form issued by regulation promulgated by the
11 Commissioner of Labor and Workforce Development, **'[of worker**
12 **rights under every applicable State and federal law that provides for**
13 **gender pay equity or that prohibits wage]** detailing the right to be
14 free of gender inequity or bias in pay, compensation, benefits or
15 other terms or conditions of employment under the "Law Against
16 Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.), P.L.1952, c.9
17 (C.34:11-56.1 et seq.), Title VII of the Civil Rights Act of 1964,
18 Pub.L. 88-352 (42 U.S.C. s.2000e et seq.), and the Equal Pay Act of
19 1963, Pub.L. 88-38 (29 U.S.C. s.206(d)), which prohibit wage or
20 compensation¹ discrimination based on gender.

21 'b.'¹ The employer shall provide each worker of the employer
22 with a written copy of the notification: not later than 30 days after
23 the form of the notification is issued by the commissioner; at the
24 time of the worker's hiring, if the worker is hired after the issuance;
25 'annually, on or before December 31 of each year;'¹ and at any time,
26 upon the first request of the worker. 'The employer shall make the
27 written copy of the notification available to each worker:

28 (1) By email delivery;

29 (2) Via printed material, including, but not limited to, a pay
30 check insert, brochure or similar informational packet provided to
31 new hires, an attachment to an employee manual or policy book, or
32 flyer distributed at an employee meeting; or

33 (3) Through an Internet or Intranet website, if the site is for the
34 exclusive use of all workers, can be accessed by all workers, and
35 the employer provides notice to the workers of its posting.

36 The notification provided by the employer pursuant to this
37 subsection shall contain an acknowledgement that the worker has

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly ALA committee amendments adopted March 12, 2012.

²Senate SLA committee amendments adopted JUNE 7, 2012.

1 received the notification and has read and understands its terms.
2 The acknowledgement shall be signed by the worker, in writing or
3 by means of electronic verification, and returned to the employer
4 within 30 days of its receipt.

5 c.¹ The commissioner shall make the notification required by
6 this section available in English, Spanish, and any other language
7 that the commissioner determines is the first language of a
8 significant number of workers in the State ¹[and the] . This
9 determination shall be, at the discretion of the commissioner, based
10 on the numerical percentages of all workers in the State for whom
11 English or Spanish is not a first language or in a manner consistent
12 with any regulations promulgated by the commissioner for this
13 purpose. The¹ employer shall post and provide the notification in
14 English, Spanish, and any other language ¹[for which the
15 commissioner has made the notification available and which] ²for
16 which the commissioner has made the notification available and
17 which² the employer reasonably believes¹ is the first language of
18 ¹[a significant number of the employer's workforce] ²[10 percent
19 or more of the employer's total number of full-time, part-time, and
20 contracted workers¹] a significant number of the employer's
21 workforce².

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23 2. This act shall take effect on the 61st day after the date of
24 enactment.

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30 Requires employers post notice of worker rights under certain
State and federal laws.