STATE OF NEW JERSEY
218th LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2018 SESSION

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SYNOPSIS
“Diane B. Allen Equal Pay Act.”

CURRENT VERSION OF TEXT
As reported by the Senate Budget and Appropriations Committee on March 13, 2018, with amendments.

(Sponsorship Updated As Of: 3/27/2018)
AN ACT concerning equal pay for women and employment discrimination, requiring public contractors to report certain employment information, amending P.L.1945, c.169, and supplementing P.L.1952, c.9 (C.34:11-56.1 et seq.).

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

1. (New section) This act shall be known and may be cited as the “Diane B. Allen Equal Pay Act.”

2. Section 11 of P.L.1945, c.169 (C.10:5-12) is amended to read as follows:

11. It shall be an unlawful employment practice, or, as the case may be, an unlawful discrimination:

a. For an employer, because of the race, creed, color, national origin, ancestry, age, marital status, civil union status, domestic partnership status, affectional or sexual orientation, genetic information, pregnancy or breastfeeding, sex, gender identity or expression, disability or atypical hereditary cellular or blood trait of any individual, or because of the liability for service in the Armed Forces of the United States or the nationality of any individual, or because of the refusal to submit to a genetic test or make available the results of a genetic test to an employer, to refuse to hire or employ or to bar or to discharge or require to retire, unless justified by lawful considerations other than age, from employment such individual or to discriminate against such individual in compensation or in terms, conditions or privileges of employment; provided, however, it shall not be an unlawful employment practice to refuse to accept for employment an applicant who has received a notice of induction or orders to report for active duty in the armed forces; provided further that nothing herein contained shall be construed to bar an employer from refusing to accept for employment any person on the basis of sex in those certain circumstances where sex is a bona fide occupational qualification, reasonably necessary to the normal operation of the particular business or enterprise; provided further that nothing herein contained shall be construed to bar an employer from refusing to accept for employment or to promote any person over 70 years of age; provided further that it shall not be an unlawful employment practice for a club exclusively social or fraternal to use club membership as a uniform qualification for employment, or for a religious association or organization to utilize religious affiliation.

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:
\footnote{Senate SLA committee amendments adopted March 5, 2018.}
\footnote{Senate SBA committee amendments adopted March 13, 2018.}
as a uniform qualification in the employment of clergy, religious
teachers or other employees engaged in the religious activities of
the association or organization, or in following the tenets of its
religion in establishing and utilizing criteria for employment of an
employee; provided further, that it shall not be an unlawful
employment practice to require the retirement of any employee
who, for the two-year period immediately before retirement, is
employed in a bona fide executive or a high policy-making position,
if that employee is entitled to an immediate non-forfeitable annual
retirement benefit from a pension, profit sharing, savings or
deferred retirement plan, or any combination of those plans, of the
employer of that employee which equals in the aggregate at least
$27,000.00; and provided further that an employer may restrict
employment to citizens of the United States where such restriction
is required by federal law or is otherwise necessary to protect the
national interest.

The provisions of subsections a. and b. of section 57 of
P.L.2003, c.246 (C.34:11A-20), and the provisions of section 58 of
P.L.2003, c.246 (C.26:8A-11), shall not be deemed to be an
unlawful discrimination under P.L.1945, c.169 (C.10:5-1 et seq.).

For the purposes of this subsection, a "bona fide executive" is a
top level employee who exercises substantial executive authority
over a significant number of employees and a large volume of
business. A "high policy-making position" is a position in which a
person plays a significant role in developing policy and in
recommending the implementation thereof.

For the purposes of this subsection, an unlawful employment
practice occurs, with respect to discrimination in compensation or
in the financial terms or conditions of employment, each occasion
that an individual is affected by application of a discriminatory
compensation decision or other practice, including, but not limited
to, each occasion that wages, benefits, or other compensation are
paid, resulting in whole or in part from the decision or other
practice.

In addition to any other relief authorized by the “Law Against
Discrimination,” P.L.1945, c.169 (C.10:5-1 et seq.) for
discrimination in compensation or in the financial terms or
conditions of employment, liability shall accrue and an aggrieved
person may obtain relief for back pay for the entire period of time, except not more than six years, in which the violation with regard
to discrimination in compensation or in the financial terms or
conditions of employment has been continuous, if the violation
continues to occur within the statute of limitations.

Nothing in this subsection shall prohibit the application of the
doctrine of "continuing violation" or the “discovery rule” to any
appropriate claim as those doctrines currently exist in New Jersey
common law. It shall be an unlawful employment practice to
require employees or prospective employees to consent to a
shortened statute of limitations or to waive any of the protections
provided by the “Law Against Discrimination,” P.L.1945, c.169
(C.10:5-1 et seq.).
b. For a labor organization, because of the race, creed, color,
national origin, ancestry, age, marital status, civil union status,
domestic partnership status, affectional or sexual orientation,
gender identity or expression, disability, pregnancy or
breastfeeding, or sex of any individual, or because of the liability
for service in the Armed Forces of the United States or nationality
of any individual, to exclude or to expel from its membership such
individual or to discriminate in any way against any of its members,
against any applicant for, or individual included in, any apprentice
or other training program or against any employer or any individual
employed by an employer; provided, however, that nothing herein
contained shall be construed to bar a labor organization from
excluding from its apprentice or other training programs any person
on the basis of sex in those certain circumstances where sex is a
bona fide occupational qualification reasonably necessary to the
normal operation of the particular apprentice or other training
program.
c. For any employer or employment agency to print or circulate
or cause to be printed or circulated any statement, advertisement or
publication, or to use any form of application for employment, or to
make an inquiry in connection with prospective employment, which
expresses, directly or indirectly, any limitation, specification or
discrimination as to race, creed, color, national origin, ancestry,
age, marital status, civil union status, domestic partnership status,
affectional or sexual orientation, gender identity or expression,
disability, nationality, pregnancy or breastfeeding, or sex or liability
of any applicant for employment for service in the Armed Forces of
the United States, or any intent to make any such limitation,
specification or discrimination, unless based upon a bona fide
occupational qualification.
d. For any person to take reprisals against any person because
that person has opposed any practices or acts forbidden under this
act or because that person has sought legal advice regarding rights
under this act, shared relevant information with legal counsel,
shared information with a governmental entity, or filed a complaint,
testified or assisted in any proceeding under this act or to coerce,
immate, threaten or interfere with any person in the exercise or
enjoyment of, or on account of that person having aided or
encouraged any other person in the exercise or enjoyment of, any
right granted or protected by this act.
e. For any person, whether an employer or an employee or not,
to aid, abet, incite, compel or coerce the doing of any of the acts
forbidden under this act, or to attempt to do so.
f. (1) For any owner, lessee, proprietor, manager,
superintendent, agent, or employee of any place of public
accommodation directly or indirectly to refuse, withhold from or
deny to any person any of the accommodations, advantages,
facilities or privileges thereof, or to discriminate against any person
in the furnishing thereof, or directly or indirectly to publish,
circulate, issue, display, post or mail any written or printed
communication, notice, or advertisement to the effect that any of
the accommodations, advantages, facilities, or privileges of any
such place will be refused, withheld from, or denied to any person
on account of the race, creed, color, national origin, ancestry,
marital status, civil union status, domestic partnership status,
pregnancy or breastfeeding, sex, gender identity or expression,
affectional or sexual orientation, disability, liability for service in
the Armed Forces of the United States or nationality of such person,
or that the patronage or custom thereat of any person of any
particular race, creed, color, national origin, ancestry, marital status,
civil union status, domestic partnership status, pregnancy or
breastfeeding status, sex, gender identity or expression, affectional
or sexual orientation, disability, liability for service in the Armed
Forces of the United States or nationality is unwelcome,
objectionable or not acceptable, desired or solicited, and the
production of any such written or printed communication, notice or
advertisement, purporting to relate to any such place and to be made
by any owner, lessee, proprietor, superintendent or manager thereof,
shall be presumptive evidence in any action that the same was
authorized by such person; provided, however, that nothing
contained herein shall be construed to bar any place of public
accommodation which is in its nature reasonably restricted
exclusively to individuals of one sex, and which shall include but
not be limited to any summer camp, day camp, or resort camp,
bathhouse, dressing room, swimming pool, gymnasium, comfort
station, dispensary, clinic or hospital, or school or educational
institution which is restricted exclusively to individuals of one sex,
provided individuals shall be admitted based on their gender
identity or expression, from refusing, withholding from or denying
to any individual of the opposite sex any of the accommodations,
advantages, facilities or privileges thereof on the basis of sex;
provided further, that the foregoing limitation shall not apply to any
restaurant as defined in R.S.33:1-1 or place where alcoholic
beverages are served.

(2) Notwithstanding the definition of "a place of public
accommodation" as set forth in subsection l. of section 5 of
P.L.1945, c.169 (C.10:5-5), for any owner, lessee, proprietor,
manager, superintendent, agent, or employee of any private club or
association to directly or indirectly refuse, withhold from or deny to
any individual who has been accepted as a club member and has
contracted for or is otherwise entitled to full club membership any
of the accommodations, advantages, facilities or privileges thereof,
or to discriminate against any member in the furnishing thereof on
account of the race, creed, color, national origin, ancestry, marital status, civil union status, domestic partnership status, pregnancy or breastfeeding, sex, gender identity, or expression, affectional or sexual orientation, disability, liability for service in the Armed Forces of the United States or nationality of such person.

In addition to the penalties otherwise provided for a violation of P.L.1945, c.169 (C.10:5-1 et seq.), if the violator of paragraph (2) of subsection f. of this section is the holder of an alcoholic beverage license issued under the provisions of R.S.33:1-12 for that private club or association, the matter shall be referred to the Director of the Division of Alcoholic Beverage Control who shall impose an appropriate penalty in accordance with the procedures set forth in R.S.33:1-31.

g. For any person, including but not limited to, any owner, lessee, sublessee, assignee or managing agent of, or other person having the right of ownership or possession of or the right to sell, rent, lease, assign, or sublease any real property or part or portion thereof, or any agent or employee of any of these:

(1) To refuse to sell, rent, lease, assign, or sublease or otherwise to deny to or withhold from any person or group of persons any real property or part or portion thereof because of race, creed, color, national origin, ancestry, marital status, civil union status, domestic partnership status, pregnancy or breastfeeding, sex, gender identity or expression, affectional or sexual orientation, familial status, disability, liability for service in the Armed Forces of the United States, nationality, or source of lawful income used for rental or mortgage payments;

(2) To discriminate against any person or group of persons because of race, creed, color, national origin, ancestry, marital status, civil union status, domestic partnership status, pregnancy or breastfeeding, sex, gender identity or expression, affectional or sexual orientation, familial status, disability, liability for service in the Armed Forces of the United States, nationality or source of lawful income used for rental or mortgage payments in the terms, conditions or privileges of the sale, rental or lease of any real property or part or portion thereof or in the furnishing of facilities or services in connection therewith;

(3) To print, publish, circulate, issue, display, post or mail, or cause to be printed, published, circulated, issued, displayed, posted or mailed any statement, advertisement, publication or sign, or to use any form of application for the purchase, rental, lease, assignment or sublease of any real property or part or portion thereof, or to make any record or inquiry in connection with the prospective purchase, rental, lease, assignment, or sublease of any real property, or part or portion thereof which expresses, directly or indirectly, any limitation, specification or discrimination as to race, creed, color, national origin, ancestry, marital status, civil union status, domestic partnership status, pregnancy or breastfeeding, sex,
gender identity, or expression, affectional or sexual orientation, familial status, disability, liability for service in the Armed Forces of the United States, nationality, or source of lawful income used for rental or mortgage payments, or any intent to make any such limitation, specification or discrimination, and the production of any such statement, advertisement, publicity, sign, form of application, record, or inquiry purporting to be made by any such person shall be presumptive evidence in any action that the same was authorized by such person; provided, however, that nothing contained in this subsection shall be construed to bar any person from refusing to sell, rent, lease, assign or sublease or from advertising or recording a qualification as to sex for any room, apartment, flat in a dwelling or residential facility which is planned exclusively for and occupied by individuals of one sex to any individual of the exclusively opposite sex on the basis of sex provided individuals shall be qualified based on their gender identity or expression;

(4) To refuse to sell, rent, lease, assign, or sublease or otherwise to deny to or withhold from any person or group of persons any real property or part or portion thereof because of the source of any lawful income received by the person or the source of any lawful rent payment to be paid for the real property; or

(5) To refuse to rent or lease any real property to another person because that person's family includes children under 18 years of age, or to make an agreement, rental or lease of any real property which provides that the agreement, rental or lease shall be rendered null and void upon the birth of a child. This paragraph shall not apply to housing for older persons as defined in subsection mm. of section 5 of P.L.1945, c.169 (C.10:5-5).

h. For any person, including but not limited to, any real estate broker, real estate salesperson, or employee or agent thereof:

(1) To refuse to sell, rent, assign, lease or sublease, or offer for sale, rental, lease, assignment, or sublease any real property or part or portion thereof to any person or group of persons or to refuse to negotiate for the sale, rental, lease, assignment, or sublease of any real property or part or portion thereof to any person or group of persons because of race, creed, color, national origin, ancestry, marital status, civil union status, domestic partnership status, familial status, pregnancy or breastfeeding, sex, gender identity or expression, affectional or sexual orientation, liability for service in the Armed Forces of the United States, disability, nationality, or source of lawful income used for rental or mortgage payments, or to represent that any real property or portion thereof is not available for inspection, sale, rental, lease, assignment, or sublease when in fact it is so available, or otherwise to deny or withhold any real property or any part or portion of facilities thereof to or from any person or group of persons because of race, creed, color, national origin, ancestry, marital status, civil union status, domestic
partnership status, familial status, pregnancy or breastfeeding, sex, gender identity or expression, affectional or sexual orientation, liability for service in the Armed Forces of the United States, disability or nationality;

(2) To discriminate against any person because of race, creed, color, national origin, ancestry, marital status, civil union status, domestic partnership status, familial status, pregnancy or breastfeeding, sex, gender identity or expression, affectional or sexual orientation, disability, nationality, or source of lawful income used for rental or mortgage payments in the terms, conditions or privileges of the sale, rental, lease, assignment or sublease of any real property or part or portion thereof or in the furnishing of facilities or services in connection therewith;

(3) To print, publish, circulate, issue, display, post, or mail, or cause to be printed, published, circulated, issued, displayed, posted or mailed any statement, advertisement, publication or sign, or to use any form of application for the purchase, rental, lease, assignment, or sublease of any real property or part or portion thereof or to make any record or inquiry in connection with the prospective purchase, rental, lease, assignment, or sublease of any real property or part or portion thereof which expresses, directly or indirectly, any limitation, specification or discrimination as to race, creed, color, national origin, ancestry, marital status, civil union status, domestic partnership status, familial status, pregnancy or breastfeeding, sex, gender identity or expression, affectional or sexual orientation, disability, liability for service in the Armed Forces of the United States, nationality, or source of lawful income used for rental or mortgage payments or any intent to make any such limitation, specification or discrimination, and the production of any such statement, advertisement, publicity, sign, form of application, record, or inquiry purporting to be made by any such person shall be presumptive evidence in any action that the same was authorized by such person; provided, however, that nothing contained in this subsection h., shall be construed to bar any person from refusing to sell, rent, lease, assign or sublease or from advertising or recording a qualification as to sex for any room, apartment, flat in a dwelling or residential facility which is planned exclusively for and occupied exclusively by individuals of one sex to any individual of the opposite sex on the basis of sex, provided individuals shall be qualified based on their gender identity or expression;

(4) To refuse to sell, rent, lease, assign, or sublease or otherwise to deny to or withhold from any person or group of persons any real property or part or portion thereof because of the source of any lawful income received by the person or the source of any lawful rent payment to be paid for the real property; or

(5) To refuse to rent or lease any real property to another person because that person's family includes children under 18 years of age.
age, or to make an agreement, rental or lease of any real property
which provides that the agreement, rental or lease shall be rendered
null and void upon the birth of a child. This paragraph shall not
apply to housing for older persons as defined in subsection mm. of
section 5 of P.L.1945, c.169 (C.10:5-5).

i. For any person, bank, banking organization, mortgage
company, insurance company or other financial institution, lender
or credit institution involved in the making or purchasing of any
loan or extension of credit, for whatever purpose, whether secured
by residential real estate or not, including but not limited to
financial assistance for the purchase, acquisition, construction,
rehabilitation, repair or maintenance of any real property or part or
portion thereof or any agent or employee thereof:

(1) To discriminate against any person or group of persons
because of race, creed, color, national origin, ancestry, marital
status, civil union status, domestic partnership status, pregnancy or
breastfeeding, sex, gender identity or expression, affectional or
sexual orientation, disability, liability for service in the Armed
Forces of the United States, familial status or nationality, in the
granting, withholding, extending, modifying, renewing, or
purchasing, or in the fixing of the rates, terms, conditions or
provisions of any such loan, extension of credit or financial
assistance or purchase thereof or in the extension of services in
connection therewith;

(2) To use any form of application for such loan, extension of
credit or financial assistance or to make record or inquiry in
connection with applications for any such loan, extension of credit
or financial assistance which expresses, directly or indirectly, any
limitation, specification or discrimination as to race, creed, color,
national origin, ancestry, marital status, civil union status, domestic
partnership status, pregnancy or breastfeeding, sex, gender identity
or expression, affectional or sexual orientation, disability, liability
for service in the Armed Forces of the United States, familial status
or nationality or any intent to make any such limitation,
specification or discrimination; unless otherwise required by law or
regulation to retain or use such information;

(3) (Deleted by amendment, P.L.2003, c.180).

(4) To discriminate against any person or group of persons
because of the source of any lawful income received by the person
or the source of any lawful rent payment to be paid for the real
property; or

(5) To discriminate against any person or group of persons
because that person's family includes children under 18 years of
age, or to make an agreement or mortgage which provides that the
agreement or mortgage shall be rendered null and void upon the
birth of a child. This paragraph shall not apply to housing for older
persons as defined in subsection mm. of section 5 of P.L.1945,
c.169 (C.10:5-5).
j. For any person whose activities are included within the scope of this act to refuse to post or display such notices concerning the rights or responsibilities of persons affected by this act as the Attorney General may by regulation require.

k. For any real estate broker, real estate salesperson or employee or agent thereof or any other individual, corporation, partnership, or organization, for the purpose of inducing a transaction for the sale or rental of real property from which transaction such person or any of its members may benefit financially, to represent that a change has occurred or will or may occur in the composition with respect to race, creed, color, national origin, ancestry, marital status, civil union status, domestic partnership status, familial status, pregnancy or breastfeeding, sex, gender identity or expression, affectional or sexual orientation, disability, liability for service in the Armed Forces of the United States, nationality, or source of lawful income used for rental or mortgage payments of the owners or occupants in the block, neighborhood or area in which the real property is located, and to represent, directly or indirectly, that this change will or may result in undesirable consequences in the block, neighborhood or area in which the real property is located, including, but not limited to the lowering of property values, an increase in criminal or anti-social behavior, or a decline in the quality of schools or other facilities.

l. For any person to refuse to buy from, sell to, lease from or to, license, contract with, or trade with, provide goods, services or information to, or otherwise do business with any other person on the basis of the race, creed, color, national origin, ancestry, age, pregnancy or breastfeeding, sex, gender identity or expression, affectional or sexual orientation, marital status, civil union status, domestic partnership status, liability for service in the Armed Forces of the United States, disability, nationality, or source of lawful income used for rental or mortgage payments of such other person or of such other person’s spouse, partners, members, stockholders, directors, officers, managers, superintendents, agents, employees, business associates, suppliers, or customers. This subsection shall not prohibit refusals or other actions (1) pertaining to employee-employer collective bargaining, labor disputes, or unfair labor practices, or (2) made or taken in connection with a protest of unlawful discrimination or unlawful employment practices.

m. For any person to:

(1) Grant or accept any letter of credit or other document which evidences the transfer of funds or credit, or enter into any contract for the exchange of goods or services, where the letter of credit, contract, or other document contains any provisions requiring any person to discriminate against or to certify that he, she or it has not dealt with any other person on the basis of the race, creed, color, national origin, ancestry, age, pregnancy or breastfeeding, sex,
gender identity or expression, affectional or sexual orientation,
marital status, civil union status, domestic partnership status,
disability, liability for service in the Armed Forces of the United
States, or nationality of such other person or of such other person's
spouse, partners, members, stockholders, directors, officers,
managers, superintendents, agents, employees, business associates,
suppliers, or customers.

(2) Refuse to grant or accept any letter of credit or other
document which evidences the transfer of funds or credit, or refuse
to enter into any contract for the exchange of goods or services, on
the ground that it does not contain such a discriminatory provision
or certification.

The provisions of this subsection shall not apply to any letter of
credit, contract, or other document which contains any provision
pertaining to employee-employer collective bargaining, a labor
dispute or an unfair labor practice, or made in connection with the
protest of unlawful discrimination or an unlawful employment
practice, if the other provisions of such letter of credit, contract, or
other document do not otherwise violate the provisions of this
subsection.

n. For any person to aid, abet, incite, compel, coerce, or induce
the doing of any act forbidden by subsections l. and m. of section
11 of P.L.1945, c.169 (C.10:5-12), or to attempt, or to conspire to
do so. Such prohibited conduct shall include, but not be limited to:

(1) Buying from, selling to, leasing from or to, licensing,
contracting with, trading with, providing goods, services, or
information to, or otherwise doing business with any person
because that person does, or agrees or attempts to do, any such act
or any act prohibited by this subsection; or

(2) Boycotting, commercially blacklisting or refusing to buy
from, sell to, lease from or to, license, contract with, provide goods,
services or information to, or otherwise do business with any person
because that person has not done or refuses to do any such act or
any act prohibited by this subsection; provided that this subsection
shall not prohibit refusals or other actions either pertaining to
employee-employer collective bargaining, labor disputes, or unfair
labor practices, or made or taken in connection with a protest of
unlawful discrimination or unlawful employment practices.

o. For any multiple listing service, real estate brokers' organization or other service, organization or facility related to the
business of selling or renting dwellings to deny any person access
to or membership or participation in such organization, or to
discriminate against such person in the terms or conditions of such
access, membership, or participation, on account of race, creed,
color, national origin, ancestry, age, marital status, civil union
status, domestic partnership status, familial status, pregnancy or
breastfeeding, sex, gender identity or expression, affectional or
sexual orientation, disability, liability for service in the Armed Forces of the United States or nationality.

p. Nothing in the provisions of this section shall affect the ability of an employer to require employees to adhere to reasonable workplace appearance, grooming and dress standards not precluded by other provisions of State or federal law, except that an employer shall allow an employee to appear, groom and dress consistent with the employee's gender identity or expression.

q. (1) For any employer to impose upon a person as a condition of obtaining or retaining employment, including opportunities for promotion, advancement or transfers, any terms or conditions that would require a person to violate or forego a sincerely held religious practice or religious observance, including but not limited to the observance of any particular day or days or any portion thereof as a Sabbath or other holy day in accordance with the requirements of the religion or religious belief, unless, after engaging in a bona fide effort, the employer demonstrates that it is unable to reasonably accommodate the employee's religious observance or practice without undue hardship on the conduct of the employer's business. Notwithstanding any other provision of law to the contrary, an employee shall not be entitled to premium wages or premium benefits for work performed during hours to which those premium wages or premium benefits would ordinarily be applicable, if the employee is working during those hours only as an accommodation to his religious requirements. Nothing in this subsection q. shall be construed as reducing:

(a) The number of the hours worked by the employee which are counted towards the accruing of seniority, pension or other benefits; or

(b) Any premium wages or benefits provided to an employee pursuant to a collective bargaining agreement.

(2) For an employer to refuse to permit an employee to utilize leave, as provided for in this subsection q., which is solely used to accommodate the employee's sincerely held religious observance or practice. Except where it would cause an employer to incur an undue hardship, no person shall be required to remain at his place of employment during any day or days or portion thereof that, as a requirement of his religion, he observes as his Sabbath or other holy day, including a reasonable time prior and subsequent thereto for travel between his place of employment and his home; provided that any such absence from work shall, wherever practicable in the reasonable judgment of the employer, be made up by an equivalent amount of time and work at some other mutually convenient time, or shall be charged against any leave with pay ordinarily granted, other than sick leave, and any such absence not so made up or charged, may be treated by the employer of that person as leave taken without pay.
(3) (a) For purposes of this subsection q., "undue hardship" means an accommodation requiring unreasonable expense or difficulty, unreasonable interference with the safe or efficient operation of the workplace or a violation of a bona fide seniority system or a violation of any provision of a bona fide collective bargaining agreement.

(b) In determining whether the accommodation constitutes an undue hardship, the factors considered shall include:

(i) The identifiable cost of the accommodation, including the costs of loss of productivity and of retaining or hiring employees or transferring employees from one facility to another, in relation to the size and operating cost of the employer.

(ii) The number of individuals who will need the particular accommodation for a sincerely held religious observance or practice.

(iii) For an employer with multiple facilities, the degree to which the geographic separateness or administrative or fiscal relationship of the facilities will make the accommodation more difficult or expensive.

(c) An accommodation shall be considered to constitute an undue hardship if it will result in the inability of an employee to perform the essential functions of the position in which he or she is employed.

(d) (i) The provisions of this subsection q. shall be applicable only to reasonable accommodations of religious observances and shall not supersede any definition of undue hardship or standards for reasonable accommodation of the disabilities of employees.

(ii) This subsection q. shall not apply where the uniform application of terms and conditions of attendance to employees is essential to prevent undue hardship to the employer. The burden of proof regarding the applicability of this subparagraph (d) shall be upon the employer.

r. For any employer to take reprisals against any employee for requesting from, discussing with, or disclosing to, any other employee or former employee of the employer, a lawyer from whom the employee seeks legal advice, or any government agency information regarding the job title, occupational category, and rate of compensation, including benefits, of the employee or any other employee or former employee of the employer, or the gender, race, ethnicity, military status, or national origin of the employee or any other employee or former employee of the employer, regardless of whether the request was responded to if, if the purpose of the request for the information was to assist in investigating the possibility of the occurrence of, or in taking of legal action regarding, potential discriminatory treatment concerning pay, compensation, bonuses, other compensation, or benefits, or to require, as a condition of employment, any employee or prospective employee to sign a waiver, or to otherwise require an employee or
prospective employee to agree, not to make those requests or
disclosures. Nothing in this subsection shall be construed to require
an employee to disclose such information about the employee
herself to any other employee or former employee of the employer
or to any authorized representative of the other employee or former
employee.

s. For an employer to treat, for employment-related purposes, a
woman employee that the employer knows, or should know, is
affected by pregnancy or breastfeeding in a manner less favorable
than the treatment of other persons not affected by pregnancy or
breastfeeding but similar in their ability or inability to work. In
addition, an employer of an employee who is a woman affected by
pregnancy shall make available to the employee reasonable
accommodation in the workplace, such as bathroom breaks, breaks
for increased water intake, periodic rest, assistance with manual
labor, job restructuring or modified work schedules, and temporary
transfers to less strenuous or hazardous work, for needs related to
the pregnancy when the employee, based on the advice of her
physician, requests the accommodation, and, in the case of a
employee breast feeding her infant child, the accommodation shall
include reasonable break time each day to the employee and a
suitable room or other location with privacy, other than a toilet stall,
in close proximity to the work area for the employee to express
breast milk for the child, unless the employer can demonstrate that
providing the accommodation would be an undue hardship on the
business operations of the employer. The employer shall not in any
way penalize the employee in terms, conditions or privileges of
employment for requesting or using the accommodation. Workplace
accommodation provided pursuant to this subsection and paid or
unpaid leave provided to an employee affected by pregnancy or
breastfeeding shall not be provided in a manner less favorable than
accommodations or leave provided to other employees not affected
by pregnancy or breastfeeding but similar in their ability or inability
to work. This subsection shall not be construed as otherwise
increasing or decreasing any employee's rights under law to paid or
unpaid leave in connection with pregnancy or breastfeeding.

For the purposes of this section "pregnancy or breastfeeding"
means pregnancy, childbirth, and breast feeding or expressing milk
for breastfeeding, or medical conditions related to pregnancy,
childbirth, or breastfeeding, including recovery from childbirth.

For the purposes of this subsection, in determining whether an
accommodation would impose undue hardship on the operation of
an employer's business, the factors to be considered include: the
overall size of the employer's business with respect to the number
of employees, number and type of facilities, and size of budget; the
type of the employer's operations, including the composition and
structure of the employer's workforce; the nature and cost of the
accommodation needed, taking into consideration the availability of
tax credits, tax deductions, and outside funding; and the extent to
which the accommodation would involve waiver of an essential
requirement of a job as opposed to a tangential or non-business
necessity requirement.

t. For an employer to pay any of its employees \(^1\) who is a
member of a protected class\(^1\) at a rate of compensation, including
benefits, which is less than the rate paid by the employer to
employees \(\text{of the other sex}\) who are not members of the
protected class\(^1\) for substantially similar work, when viewed as a
composite of skill, effort and responsibility. An employer who is
paying a rate of compensation in violation of this subsection shall
not reduce the rate of compensation of any employee in order to
compuls with this subsection. An employer may pay a different rate
of compensation only if the employer demonstrates that the
differential is made pursuant to a seniority system, a merit system,
or the employer demonstrates:

1. That the differential is based on one or more legitimate, bona
fide factors other than \(\text{sex}\) the characteristics of members of the
protected class\(^1\), such as training, education or experience, or the
quantity or quality of production;

2. That the factor or factors \(\text{are not based on, and}\) do not
perpetuate\(^1\) a \(\text{sex-based}\) differential in compensation \(\text{based}
on sex or any other characteristic of members of a protected class\(^1\);

3. That each of the factors is applied reasonably;

4. That one or more of the factors account for the entire wage
differential; and

5. That the factors are job-related with respect to the position
in question and based on a legitimate business necessity. A factor
based on business necessity shall not apply if it is demonstrated that
there are alternative business practices that would serve the same
business purpose without producing the wage differential.

Comparisons of wage rates shall be based on wage rates in all of
an employer’s operations or facilities. \(\text{For the purposes of this}
subsection, “member of a protected class” means an employee who
has one or more characteristics, including race, creed, color,
national origin, nationality, ancestry, age, marital status, civil union
status, domestic partnership status, affectional or sexual orientation,
genetic information, pregnancy, sex, gender identity or expression,
disability or atypical hereditary cellular or blood trait of any
individual, or liability for service in the armed forces, for which
subsection a. of this section prohibits an employer from refusing to
hire or employ or barring or discharging or requiring to retire from
employment or discriminating against the individual in
compensation or in terms, conditions or privileges of employment.\(^4\)
(cf: P.L.2017, c.263, s.1).
Section 12 of P.L.1945, c.169 (C.10:5-13) is amended to read as follows:

12. Any person claiming to be aggrieved by an unlawful employment practice or an unlawful discrimination may, personally or by an attorney-at-law, make, sign and file with the division a verified complaint in writing which shall state the name and address of the person, employer, labor organization, employment agency, owner, lessee, proprietor, manager, superintendent, or agent alleged to have committed the unlawful employment practice or unlawful discrimination complained of and which shall set forth the particulars thereof and shall contain such other information as may be required by the division. Upon receipt of the complaint, the division shall notify the complainant on a form promulgated by the director of the division and approved by the Attorney General of the complainant's rights under this act, including the right to file a complaint in the Superior Court to be heard before a jury; of the jurisdictional limitations of the division; and any other provisions of this act, without interpretation, that may apply to the complaint. The Commissioner of Labor and Workforce Development, the Attorney General, or the Commissioner of Education may, in like manner, make, sign and file such complaint. Any employer whose employees, or some of them, refuse or threaten to refuse to cooperate with the provisions of this act, may file with the division a verified complaint asking for assistance by conciliation or other remedial action.

Any complainant may initiate suit in Superior Court under this act without first filing a complaint with the division or any municipal office. Upon the application of any party, a jury trial shall be directed to try the validity of any claim under this act specified in the suit. All remedies available in common law tort actions shall be available to prevailing plaintiffs. These remedies are in addition to any provided by this act or any other statute. Prosecution of such suit in Superior Court under this act shall bar the filing of a complaint with the division or any municipal office during the pendency of any such suit. If a jury determines that an employer is guilty of an unlawful employment practice prohibited by subsection r. or t. of section 11 of P.L.1945, c.169 (C.10:5-12), the judge shall award three times any monetary damages to the person or persons aggrieved by the violation.

At any time after 180 days from the filing of a complaint with the division, a complainant may file a request with the division to present the action personally or through counsel to the Office of Administrative Law. Upon such request, the director of the division shall file the action with the Office of Administrative Law, provided that no action may be filed with the Office of Administrative Law where the director of the division has found that no probable cause exists to credit the allegations of the complaint or has otherwise dismissed the complaint.
A party to an action based upon a violation of this act shall mail a copy of the initial pleadings or claims, amended pleadings or claims, counterclaims, briefs, and legal memoranda to the division at the same time as filing such documents with the Office of Administrative Law or the court. Upon application to the Office of Administrative Law or to the court wherein the matter is pending, the division shall be permitted to intervene.²

(cf: P.L.1990, c.12, s.2)

²Section 16 of P.L.1945, c.169 (C.10:5-17) is amended to read as follows:

16. If, upon all evidence at the hearing, the director shall find that the respondent has engaged in any unlawful employment practice or unlawful discrimination as defined in this act, the director shall state his findings of fact and conclusions of law and shall issue and cause to be served on such respondent an order requiring such respondent to cease and desist from such unlawful employment practice or unlawful discrimination and to take such affirmative action, including, but not limited to, hiring, reinstatement or upgrading of employees, with or without back pay, or restoration to membership, in any respondent labor organization, or extending full and equal accommodations, advantages, facilities, and privileges to all persons, as, in the judgment of the director, will effectuate the purpose of this act, and including a requirement for report of the manner of compliance. If the conduct violative of this act constitutes any form of unlawful economic discrimination prohibited in §11, subsections m., n. of this act, section 11 of P.L.1945, c.169 (C.10:5-12), or any form of unlawful employment practice prohibited by subsection r, or t, of section 11 of P.L.1945, c.169 (C.10:5-12), the affirmative action taken by the director may include the award of three-fold damages to the person or persons aggrieved by the violation. The director shall have the power to use reasonably certain bases, including but not limited to list, catalogue or market prices or values, or contract or advertised terms and conditions, in order to determine particulars or performance in giving appropriate remedy.

In addition to any other remedies provided by P.L.1945, c.169 (C.10:5-1 et seq.), a prevailing complainant may recover damages to compensate for emotional distress caused by the activities found to be in violation of P.L.1945, c.169 (C.10:5-1 et seq.) to the same extent as is available in common law tort actions.

In any case in which the director, Attorney General, or appropriate organization is a complainant, on behalf of named or unnamed individuals or a class of individuals, any of the remedies or relief allowed by this act may be awarded or applied to the named or unnamed individual victims of discrimination. If, upon all evidence, the director shall find that the respondent has not engaged in any such unlawful practice or unlawful discrimination, the
director shall state his findings of fact and conclusions of law and
shall issue and cause to be served on the complainant an order
dismissing the said complaint as to such respondent.
(cf: P.L.2003, c.180, s.16)

2(3.) 5. (New section) a. Any employer, regardless of the
location of the employer, who enters into a contract with a public
body to provide qualifying services to the public body shall provide
a report to the Commissioner of Labor and Workforce Development, in a form issued by regulation promulgated by the
commissioner, of information regarding the compensation and
hours worked by employees categorized by gender, race, job
title, ethnicity, occupational and job category, and total
compensation of every employee of the employer employed in the
State in connection with the contract. The employer shall
provide the commissioner, throughout the duration of the contract
or contracts, with an update to the report each time there is a
significant change in any of the information that the employer is
required to report pursuant to this section, or other significant
change in employment status, including, but not limited to, medical
leave of 12 weeks or more, hiring, termination for any reason, a
change in part-time or full-time status, or a change in “employee”
or “contractor” status. Data regarding compensation and hours
worked by employees shall be reported in the form by pay bands to
be established by regulation promulgated by the commissioner. The
commissioner may establish a standard presumption for the number
of hours worked by a fulltime employee or by a part-time employee
for whom an employer does not track actual hours worked. An
employer shall provide a report for each establishment of the
employer.

b. Any employer, regardless of the location of the employer,
who enters into a contract with a public body to perform any public
work for the public body shall provide to the commissioner, through
certified payroll records required pursuant to P.L.1963, c.150
(C.34:11-56.25 et seq.), information regarding the gender, race, job
title, occupational category, and rate of total compensation of every
employee of the employer employed in the State in connection with
the contract. The employer shall provide the commissioner,
throughout the duration of the contract or contracts, with an update
to the information whenever payroll records are required to be
submitted pursuant to P.L.1963, c.150 (C.34:11-56.25 et seq.).

c. The commissioner shall retain the information provided by
the employer during any period of time that one or more contracts
are in effect between the employer and any public body and not less
than five years after the end of that period. The retained
employment information shall be made available by the
commissioner to the Division on Civil Rights in the Department of
Law and Public Safety, and, upon request, provided to anyone who
is or was an employee of the employer during the period of any of
the contracts between the employer and any public body, or any
authorized representative of the employee.

d. For the purposes of the section:

“Public body” means the State or any agency or instrumentality
of the State;

“Public work” means public work as defined in section 2 of
P.L.1963, c.150 (C.34:11-56.26) and which is subject to the
provisions of P.L.1963, c.150 (C.34:11-56.25 et seq.). Public work
shall not include the provision of goods or products.

“Qualifying services” means the provision of any service to the
State or to any other public body, except for public work as defined
in section 2 of P.L.1963, c.150 (C.34:11-56.26).

“Service” means any act performed in exchange for payment,
including the provision of professional services, but shall not
include the sale of goods or products.

2 This act shall take effect immediately on July 1, 2018.