

**ASSEMBLY, No. 2319**

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**STATE OF NEW JERSEY**

**219th LEGISLATURE**

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INTRODUCED FEBRUARY 3, 2020

**Sponsored by:**

**Assemblywoman CAROL A. MURPHY**

**District 7 (Burlington)**

**Assemblyman DANIEL R. BENSON**

**District 14 (Mercer and Middlesex)**

**Assemblywoman GABRIELA M. MOSQUERA**

**District 4 (Camden and Gloucester)**

**Co-Sponsored by:**

**Assemblywoman Stanfield, Assemblymen McGuckin and Catalano**

**SYNOPSIS**

Prohibits persons convicted of criminal animal cruelty offenses from owning domestic companion animals and from working or volunteering at animal-related enterprises; designated as “Moose’s Law.”

**CURRENT VERSION OF TEXT**

As introduced.



**(Sponsorship Updated As Of: 5/20/2021)**

1 AN ACT concerning animal cruelty violators and their direct  
2 involvement with animals, designated as “Moose’s Law,”  
3 supplementing Title 4 of the Revised Statutes, and amending  
4 P.L.1983, c.525.

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

8  
9 1. (New section) As used in P.L. , c. (C. ) (pending  
10 before the Legislature as this bill):

11 “Animal-related enterprise” means any for-profit or non-profit  
12 industry, business, enterprise, or endeavor that requires or involves  
13 hands-on contact or other direct interaction with animals, including,  
14 but not limited to: a zoo, aquarium, or other animal exhibition; an  
15 animal care or veterinary operation; an animal training operation; an  
16 animal breeding operation; an animal shelter or pound; an animal  
17 kennel or boarding operation; a pet shop; an animal adoption or  
18 sales service; or an animal transport service.

19 “Commissioner” means the Commissioner of Health.

20 “Criminal animal cruelty offense” means, in New Jersey, any  
21 crime or disorderly persons offense under chapter 22 of Title 4 of  
22 the Revised Statutes, P.L.2002, c.102 (C.4:19-38 et seq.), section 1  
23 of P.L.1983, c.261 (C.2C:29-3.1); section 1 of P.L.2013, c.205  
24 (C.2C:29-3.2), P.L.2015, c.85 (C.2C:33-31 et seq.), or R.S.39:4-23;  
25 or in any other state or jurisdiction, conduct which, if committed in  
26 New Jersey, would constitute a crime or disorderly persons offense  
27 under chapter 22 of Title 4 of the Revised Statutes, P.L.2002, c.102  
28 (C.4:19-38 et seq.), section 1 of P.L.1983, c.261 (C.2C:29-3.1);  
29 section 1 of P.L.2013, c.205 (C.2C:29-3.2), P.L.2015, c.85  
30 (C.2C:33-31 et seq.), or R.S.39:4-23.

31 “Criminal background check” means a determination of whether  
32 a person has a criminal record by cross-referencing that person's  
33 name with an appropriate database or compilation of records,  
34 whether performed through a State department or agency, privately  
35 by the owner or operator of an animal-related enterprise, or by other  
36 means. “Criminal background check” includes any criminal history  
37 record background check provided pursuant to section 5 of  
38 P.L. , c. (C. ) (pending before the Legislature as this  
39 bill).

40 “Domestic companion animal” means any animal commonly  
41 referred to as a pet, or one that has been bought, bred, raised or  
42 otherwise acquired, in accordance with local ordinances and State  
43 and federal law, for the primary purpose of providing  
44 companionship to the owner, rather than for business or agricultural  
45 purposes.

**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.

1       “Employ” means to use the services of a person, or to hire a  
2 person for paid work.

3       “Existing employee” means a person who is employed by an  
4 animal-related enterprise on the date of enactment of  
5 P.L. , c. (C. ) (pending before the Legislature as this bill).

6       “Existing volunteer” means a person who is volunteering at an  
7 animal-related enterprise on the date of enactment of  
8 P.L. , c. (C. ) (pending before the Legislature as this bill).

9       “Own” means to have a legal right of possession in, or any legal  
10 title to ownership of, a domestic companion animal.

11       “Provisional employee” means a person who is employed by an  
12 animal-related enterprise on a provisional basis, in accordance with  
13 the provisions of section 3 of P.L. , c. (C. ) (pending before the  
14 Legislature as this bill).

15       “Provisional volunteer” means a person who is volunteering at  
16 an animal-related enterprise on a provisional basis, in accordance  
17 with the provisions of section 3 of P.L. , c. (C. ) (pending  
18 before the Legislature as this bill).

19       “Volunteer” means a person who is not an employee that  
20 provides services to an animal-related enterprise without  
21 expectation of compensation, and without coercion or intimidation  
22 to provide such services, or the act of providing such services on  
23 such a basis.

24

25       2. (New section) a. Except as may be otherwise provided by  
26 subsection d. of this section, no person who is convicted of a  
27 criminal animal cruelty offense shall:

28       (1) commence, operate, apply for employment, be employed, or  
29 volunteer at, or participate in any capacity in, an animal-related  
30 enterprise; or

31       (2) acquire or own any domestic companion animal for the  
32 period of time specified by the court pursuant to subsection c. of  
33 this section.

34       b. Any person who violates subsection a. of this section shall  
35 be guilty of a disorderly persons offense.

36       c. Upon a person’s conviction for a criminal animal cruelty  
37 offense, the court may:

38       (1) order the forfeiture of any domestic companion animal  
39 owned by the offender, or, if deemed appropriate, appoint a receiver  
40 to whom ownership and custody of the animal shall be transferred;

41       (2) order the offender to refrain from acquiring or owning any  
42 domestic companion animal for: (a) a period of not less than two  
43 years following the date of the offender’s conviction for the present  
44 criminal animal cruelty offense, or following the date of the  
45 offender’s release from incarceration for the present criminal  
46 animal cruelty offense, whichever is later; (b) the duration of the  
47 probationary period imposed by the court for the present criminal  
48 animal cruelty offense, if that period will last for two years or

1 longer; or (c) any more extended period of time, which the court, in  
2 its discretion, determines to be appropriate based on the nature and  
3 severity of the criminal animal cruelty offense and the offender's  
4 prior history of animal cruelty offenses; and

5 (3) order the offender from commencing, operating, applying  
6 for employment or volunteering at, or participating in, an animal-  
7 related enterprise for a period of time, which the court, in its  
8 discretion, determines to be appropriate based on the nature and  
9 severity of the criminal animal cruelty offense and the offender's  
10 prior history of animal cruelty offenses.

11 No person who shares a place of residence with the offender  
12 shall be appointed as a receiver pursuant to paragraph (1) of this  
13 subsection.

14 d. The provisions of paragraph (1) of subsection a. of this  
15 section shall not apply to any person who engages in community  
16 service at an animal-related enterprise in compliance with a court  
17 order issued pursuant to R.S.4:22-17.

18  
19 3. (New section) a. The owner or operator of an animal-  
20 related enterprise shall not employ, or allow to volunteer or  
21 participate in any animal-related activities, any person at the  
22 enterprise who has been convicted of a criminal animal cruelty  
23 offense. The owner or operator of the animal-related enterprise shall  
24 determine the person does not have such a conviction by:

25 (1) requesting and receiving in writing a determination by the  
26 Commissioner of Health that the person is not identified on the list,  
27 established pursuant to section 3 of P.L.1983, c.525 (C.4:19-  
28 15.16a), of persons who are ineligible to be certified animal control  
29 officers, or if the person is identified on the list, the person was not  
30 convicted of a criminal animal cruelty offense; and

31 (2) performing, having performed, or requesting pursuant to  
32 section 5 of P.L. , c. (C. ) (pending before the Legislature  
33 as this bill) the Commissioner of Health to perform, a criminal  
34 background check that confirms the existing employee, existing  
35 volunteer, provisional employee, or provisional volunteer has not  
36 been convicted of a criminal animal cruelty offense.

37 The owner or operator of the animal-related enterprise may  
38 determine the person's eligibility based on a criminal background  
39 check only, without waiting for the commissioner's action pursuant  
40 to paragraph (1) of this section, but shall complete the criminal  
41 background check for existing employees and existing volunteers  
42 no later than 90 days after the effective date of P.L. , c. (C. )  
43 (pending before the Legislature as this bill), and for a provisional  
44 employee or provisional volunteer no later than 90 days after  
45 receiving an application for employment or to volunteer.

46 b. Notwithstanding the provisions of this section to the  
47 contrary, an animal-related enterprise may provisionally employ a  
48 person or provisionally allow a person to volunteer for a period not

1 exceeding 90 days, pending the results of the investigation and  
2 criminal background check pursuant to subsection a. of this section.  
3 Following confirmation that there is no record of the person being  
4 convicted of a criminal animal cruelty offense, the person may be  
5 employed or allowed to volunteer on an on-going basis.

6 c. No existing employee, existing volunteer, provisional  
7 employee, or provisional volunteer at an animal-related enterprise  
8 shall be left alone as the only person caring for an animal until the  
9 investigation and criminal background check pursuant to subsection  
10 a. of this section is complete and the results confirm that such  
11 person is not disqualified from employment or as a volunteer on the  
12 basis of a conviction for a criminal animal cruelty offense.

13 d. (1) The owner or operator of an animal-related enterprise  
14 requesting an investigation or a criminal background check from the  
15 Commissioner of Health pursuant to paragraph (1) or (2) of  
16 subsection a. of this section, shall submit the request to the  
17 Commissioner of Health with the name and address of:

18 (a) each existing employee or existing volunteer within 30 days  
19 after the effective date of P.L. , c. (C. ) (pending before the  
20 Legislature as this bill); and

21 (b) each provisional employee or provisional volunteer at the  
22 enterprise within two weeks after a person is provisionally  
23 employed or provisionally allowed to volunteer pursuant to  
24 subsection b. of this section.

25 (2) In addition, and as deemed necessary for the purposes of  
26 determining continuing employment or volunteering in accordance  
27 with P.L. , c. (C. ) (pending before the Legislature as this  
28 bill), the owner or operator of an animal-related enterprise shall  
29 request and receive annually from the commissioner follow-up  
30 reviews of the list established pursuant to section 3 of P.L.1983,  
31 c.525 (C.4:19-15.16a), in order to determine the inclusion thereon  
32 of any employee or volunteer for convictions for criminal animal  
33 cruelty offenses. However, an owner or operator of an animal-  
34 related enterprise shall be required to perform a criminal  
35 background check or to request a criminal background check  
36 pursuant to section 5 of P.L. , c. (C. ) (pending before the  
37 Legislature as this bill) only once for any employee or volunteer.

38 e. If an existing employee, existing volunteer, provisional  
39 employee, or provisional volunteer refuses to comply with the  
40 investigation or criminal background check performed pursuant to  
41 subsection a. of this section; or if any employee or volunteer refuses  
42 to comply with any follow-up investigation authorized by paragraph  
43 (2) of subsection d. of this section, the owner or operator of the  
44 animal-related enterprise shall immediately terminate the person as  
45 an employee or a volunteer at the animal-related enterprise.

46 f. Any person who is disqualified from employment or as a  
47 volunteer pursuant to P.L. , c. (C. ) (pending before the  
48 Legislature as this bill) shall be entitled to reapply for employment

1 or as a volunteer at an animal-related enterprise if the disqualifying  
2 conviction is reversed.

3 g. This section shall apply only to an existing employee,  
4 existing volunteer, provisional employee, provisional volunteer, or  
5 applicant for employment, as a volunteer, or for participation with  
6 an animal-related enterprise who is, or would be responsible for, the  
7 care or handling of, or would otherwise come into direct contact  
8 with, any animal during the course of the person's employment,  
9 volunteering, or participation with an animal-related enterprise.

10

11 4. (New section) a. The Commissioner of Health shall  
12 complete the investigation required by paragraph (1) of subsection  
13 a. of section 3 of P.L. , c. (C. ) (pending before the  
14 Legislature as this bill, and shall notify the person who is the  
15 subject of the investigation and the owner or operator of the animal-  
16 related enterprise of the results of the investigation, in writing,  
17 within 90 days after the receipt of the person's name and address,  
18 which have been submitted in accordance with subsection d. of  
19 section 3 of P.L. , c. (C. ) (pending before the Legislature as  
20 this bill), or as soon thereafter as may be reasonably practicable.  
21 The written notice shall: (1) expressly identify any offenses which  
22 constitute the basis for disqualification; and (2) afford the person  
23 the opportunity for a hearing, in the manner provided for contested  
24 cases pursuant to the "Administrative Procedure Act," P.L.1968,  
25 c.410 (C.52:14B-1 et seq.), in order to contest the person's  
26 inclusion on the ineligibility list, or in order to challenge the history  
27 of offenses that was used by the commissioner to support the  
28 person's inclusion on the list.

29 b. If requested to do so pursuant to section 5 of P.L. , c.  
30 (C. ) (pending before the Legislature as this bill), the  
31 Commissioner of Health, in cooperation with the State Police and  
32 the Federal Bureau of Investigation, shall complete the criminal  
33 background check and shall notify the person who is the subject of  
34 the criminal background check and the owner or operator of the  
35 animal-related enterprise of the results, in writing, within 90 days  
36 after the receipt of the person's name and address, which have been  
37 submitted in accordance with subsection d. of section 3 of P.L. ,  
38 c. (C. ) (pending before the Legislature as this bill), or as soon  
39 thereafter as may be reasonably practicable. The written notice  
40 shall: (1) expressly identify any offenses which constitute the basis  
41 for disqualification; and (2) afford the person the opportunity for a  
42 hearing, in the manner provided for contested cases pursuant to the  
43 "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et  
44 seq.), in order to challenge the history of offenses used for  
45 disqualification.

46

47 5. (New section) The Commissioner of Health is authorized to  
48 exchange criminal history record information with the Federal

1 Bureau of Investigation and the State Bureau of Identification in the  
2 Division of State Police consistent with applicable State and federal  
3 laws, rules and regulations for use in implementing the employment  
4 restrictions imposed pursuant to P.L. , c. (C. ) (pending  
5 before the Legislature as this bill). Each owner or operator of an  
6 animal-related enterprise requesting the commissioner to perform a  
7 criminal background check to satisfy the requirements pursuant to  
8 section 3 of P.L. , c. (C. ) (pending before the Legislature  
9 as this bill), shall submit to the Department of Health the name,  
10 address, fingerprints of, and written consent for a criminal history  
11 record background check to be performed on, the person, as  
12 applicable. The owner or operator of the animal-related enterprise  
13 making the request of the department shall bear the cost for the  
14 criminal history record background check, including all  
15 administering and processing costs.

16  
17 6. (New section) All names, addresses, and other information  
18 submitted to the Commissioner of Health to complete a criminal  
19 background check requested pursuant to sections 3 and 5 of  
20 P.L. , c. (C. ) (pending before the Legislature as this bill),  
21 and any records developed therefrom, shall be considered criminal  
22 investigatory records for the purposes of compliance with P.L.1963,  
23 c.73 (C.47:1A-1 et seq.), commonly known as the open public  
24 records act, and shall not be disclosed as a government record.  
25 Nothing contained in this section shall be construed to prevent the  
26 Commissioner of Health from posting a list pursuant to subsection  
27 c. of section 3 of P.L.1983, c.525 (C.4:19-15.16a) of all persons  
28 whose certificate, issued pursuant to subsection b. of section 3 of  
29 P.L.1983, c.525 (C.4:19-15.16a), has been revoked, or who have  
30 been convicted of a criminal violation of any provision of chapter  
31 22 of Title 4 of the Revised Statutes.

32  
33 7. (New section) The provisions of P.L. , c. (C. )  
34 (pending before the Legislature as this bill) shall not apply to any  
35 farm, livestock operation, or other business where domestic  
36 livestock are raised, kept, treated, marketed, or sold, or to any  
37 owner, operator, or employee thereof, or to any academic research  
38 institution or to any owner, operator, or employee thereof.

39  
40 8. Section 3 of P.L.1983, c.525 (C.4:19-15.16a) is amended to  
41 read as follows:

42 3. a. The Commissioner of Health shall, within 120 days after  
43 the effective date of P.L.1983, c.525, and pursuant to the  
44 "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et  
45 seq.), adopt rules and regulations concerning the training and  
46 educational qualifications for the certification of animal control  
47 officers, including, but not limited to, a course of study approved by  
48 the commissioner and the Police Training Commission, in

1 consultation with the New Jersey Certified Animal Control Officers  
2 Association, which acquaints a person with:

3 (1) The law as it affects animal control, animal welfare, and  
4 animal cruelty;

5 (2) Animal behavior and the handling of stray or diseased  
6 animals;

7 (3) Community safety as it relates to animal control; and

8 (4) The law enforcement methods and techniques required for  
9 an animal control officer to properly exercise the authority to  
10 investigate and sign complaints and arrest without warrant pursuant  
11 to section 8 of P.L.1997, c.247 (C.4:19-15.16c), including, but not  
12 limited to, those methods and techniques which relate to search,  
13 seizure, and arrest. The training in law enforcement methods and  
14 techniques described pursuant to this paragraph shall be part of the  
15 course of study for an animal control officer only when required by  
16 the governing body of a municipality pursuant to section 4 of  
17 P.L.1983, c.525 (C.4:19-15.16b).

18 Any person 18 years of age or older may satisfy the courses of  
19 study established pursuant to this subsection at that person's own  
20 time and expense; however, nothing in this section shall be  
21 construed as authorizing a person to exercise the powers and duties  
22 of an animal control officer absent municipal appointment or  
23 authorization pursuant to section 4 of P.L.1983, c.525 (C.4:19-  
24 15.16b).

25 b. (1) The commissioner shall provide for the issuance of a  
26 certificate to a person who possesses, or acquires, the training and  
27 education required to qualify as a certified animal control officer  
28 pursuant to paragraphs (1) through (3) of subsection a. of this  
29 section and to a person who has been employed in the State of New  
30 Jersey in the capacity of, and with similar responsibilities to those  
31 required of, a certified animal control officer pursuant to the  
32 provisions of P.L.1983, c.525, for a period of three years before  
33 January 17, 1987. The commissioner shall not issue a certificate to  
34 any person convicted of, or found civilly liable for, a violation of  
35 any provision of chapter 22 of Title 4 of the Revised Statutes.

36 (2) The commissioner shall revoke the certificate of any person  
37 convicted of, or found civilly liable for, a violation of any provision  
38 of chapter 22 of Title 4 of the Revised Statutes **】, and shall place**  
39 **the name of the person on the list established pursuant to subsection**  
40 **c. of this section】.**

41 c. (1) The commissioner shall establish a list of all persons  
42 **【issued a certificate pursuant to subsection b. of this section】** : (a)  
43 for whom **【that】** a certificate , issued pursuant to subsection b. of  
44 this section, has been revoked, or (b) who have been convicted of,  
45 or found civilly liable for, a violation of any provision of chapter 22  
46 of Title 4 of the Revised Statutes. The commissioner shall provide  
47 each municipality in the State with a copy of this list within 30 days  
48 after the list is established and not less often than annually



1 thereafter if no revised list required pursuant to paragraph (2) of this  
2 subsection has been issued in the interim. The commissioner shall  
3 also post the list, together with a statement identifying the list's  
4 proper use and purpose, at a publicly accessible and readily  
5 identifiable location on the Department of Health's Internet  
6 website.

7 (2) Upon receipt of a notice required pursuant to section 3 or 4  
8 of P.L.2003, c.67 (C.4:22-57 or C.2B:12-17.1) **【involving a person**  
9 **who has been issued a certificate pursuant to subsection b. of this**  
10 **section】**, the commissioner shall add to the list the name of the  
11 person convicted of, or found civilly liable for, a violation of any  
12 provision of chapter 22 of Title 4 of the Revised Statutes according  
13 to the notice, and shall issue a copy of the revised list to each  
14 municipality and post a copy of the revised list at a publicly  
15 accessible and readily identifiable location on the Department of  
16 Health's Internet website within 30 days after receipt of any notice.  
17 (cf: P.L.2012, c.17, s.8)

18  
19 9. This act shall take effect immediately.  
20  
21

## 22 STATEMENT

23  
24 This bill is designated as "Moose's Law" and prohibits a person  
25 who has been convicted of a criminal animal cruelty offense in this  
26 State, or in any other state or jurisdiction, from:

27 (1) commencing, operating, applying for employment, being  
28 employed, or volunteering at, or participating in any capacity in, an  
29 "animal-related enterprise" (enterprise), as that term is defined in the  
30 bill; or

31 (2) acquiring or owning any domestic companion animal for a  
32 definitive period of time, as specified by a court.

33 Any person who violates the bill's prohibitions would be guilty of  
34 a disorderly persons offense.

35 This bill further specifies that no owner or operator of an animal-  
36 related enterprise may employ or allow to volunteer at the enterprise a  
37 person who has been convicted of a criminal animal cruelty offense,  
38 and specifies actions to be taken to ensure such employment or  
39 volunteering does not occur. This prohibition applies only to persons  
40 responsible for the care or handling of, or in direct contact with, any  
41 animal during the course of the person's employment, volunteering, or  
42 participation with the enterprise.

43 The bill authorizes a court, upon a person's conviction for a  
44 criminal animal cruelty offense, to order the forfeiture of any domestic  
45 companion animal owned by the offender, or, if determined to be  
46 appropriate, to appoint a receiver to whom ownership and custody of  
47 the animal would be transferred. The bill specifies, however, that the  
48 court may not appoint as a receiver, any person who shares a place of

1 residence with the offender. The bill further authorizes the court to  
2 issue an order prohibiting the offender from acquiring or owning any  
3 domestic companion animal for:

4 (1) a period of not less than two years following the date of the  
5 offender's conviction for the present offense, or following the date of  
6 the offender's release from incarceration for the present offense,  
7 whichever is later;

8 (2) the duration of the probationary period imposed by the court  
9 for the present offense, if that period will last for two years or longer;  
10 or

11 (3) any more extended period of time, which the court, in its  
12 discretion, determines to be appropriate based on the nature and  
13 severity of the offense, the offender's prior history of animal cruelty  
14 offenses, and any other relevant factor.

15 The bill provides for the owner or operator of the enterprise to  
16 determine the person does not have a criminal conviction by:

17 (1) requesting and receiving in writing a determination by the  
18 Commissioner of Health that the person is not identified on the list,  
19 established pursuant to section 3 of P.L.1983, c.525 (C.4:19-15.16a),  
20 of persons who are ineligible to be certified animal control officers, or  
21 if the person is identified on the list, the person was not convicted of a  
22 criminal animal cruelty offense; and

23 (2) performing, having performed, or requesting the  
24 Commissioner of Health to perform a criminal background check that  
25 confirms the employee, volunteer, or applicant for employment or a  
26 volunteer position has not been convicted of a criminal animal cruelty  
27 offense.

28 The owner or operator of the enterprise would be allowed to  
29 provisionally employ a person or allow a person to provisionally  
30 volunteer for no more than 90 days pending the results of the criminal  
31 background check and the commissioner's determination concerning  
32 the list of persons who are ineligible to be certified animal control  
33 officers. Furthermore, the owner or operator of the animal-related  
34 enterprise may:

35 (1) determine the person's eligibility based on a criminal  
36 background check only, without waiting for the commissioner's  
37 action, provided that the criminal background check is completed no  
38 later than 90 days after the effective date of the bill for existing  
39 employees and existing volunteers, and for a provisional employee or  
40 provisional volunteer, no later than 90 days after receiving an  
41 application for employment or to volunteer; or

42 (2) request, within 30 days of the bill's effective date for existing  
43 employees and existing volunteers and within two weeks of  
44 employment or volunteering for provisional employees and  
45 provisional volunteers, the Commissioner of Health to perform a  
46 complete State Police and Federal Bureau of Investigation (FBI)  
47 criminal background check at the owner's or operator's expense

48 The owner or operator of the animal-related enterprise would be:

1       (1) required to perform a criminal background check or to request  
2 a Commissioner of Health criminal background check only once for  
3 any employee or volunteer; and

4       (2) directed to annually request and receive a follow-up review by  
5 the commissioner of the list of persons who are ineligible to be  
6 certified animal control officers in order to confirm that the  
7 enterprise's employees and volunteers are still eligible to work or  
8 volunteer as applicable.

9       The bill authorizes the Commissioner of Health to perform a  
10 complete State Police and FBI criminal background check if requested  
11 to do so. The bill also specifies that all names, addresses, and other  
12 information submitted to the Commissioner of Health to complete a  
13 criminal background check and any records developed therefrom are  
14 to be considered criminal investigatory records for the purposes of  
15 compliance with P.L.1963, c.73 (C.47:1A-1 et seq.), commonly known  
16 as the open public records act, and cannot be disclosed as a  
17 government record. Any employee or volunteer of an enterprise  
18 refusing to cooperate with the requirements under the bill may be  
19 immediately dismissed. Any person who is considered ineligible to  
20 apply because of a criminal animal cruelty offense conviction may  
21 apply if the conviction is reversed.

22       Finally, the bill exempts from the provisions of the bill:

23       (1) any farm, livestock operation, or other business where  
24 domestic livestock are raised, kept, treated, marketed, or sold, and any  
25 owner, operator, or employee thereof; and

26       (2) any academic research institution and any owner, operator, or  
27 employee thereof.