

New Jersey State Postings



New Jersey Department of Labor and Workforce Development
Post this notice in a conspicuous place.
This notice is for ready reference only. For full text, consult N.J.S.A. 34:2-21 et seq. and N.J.A.C. 12:28 et seq.

New Jersey Child Labor Law Abstract

| Kind of Employment | Minimum Age | Hours of Work Not to Exceed | Prohibited Hours | Certificate of Permit Required? |
|----------------------------|--------------|---|--|---------------------------------|
| Manufacturing | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| Retail | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| Food Service | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| Construction | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| Transportation | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| Domestic Service | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| Street Vending | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| Recreation and Amusement | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| Public Building | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| Non-Residential or Private | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| Manufacturing | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| Construction | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| Domestic Service | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
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| Non-Residential or Private | 16 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |

New Jersey Department of Labor and Workforce Development
Your employer is subject to the Family Leave Insurance provisions of the New Jersey Temporary Disability Benefits Law.

Employer Obligation to Maintain and Report Records

| Age | Hours of Work Not to Exceed | Prohibited Hours | Certificate of Permit Required? |
|-----------------------|---|--|---------------------------------|
| 16-17 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| 18-19 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| 20-21 years old | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |
| 22 years old and over | 8 hours daily 40 hours weekly 4 days a week | 10:17 p.m. until 6:00 a.m. Between 6:00 a.m. and 12:30 p.m. | None |

New Jersey Department of Labor and Workforce Development
Your employer is subject to the Family Leave Insurance provisions of the New Jersey Temporary Disability Benefits Law.

Family Leave Insurance

New Jersey's Family Leave Insurance Law, N.J.S.A. 34:21-1, et seq., provides that employers with at least 100 employees must maintain records for Family Leave Insurance purposes. These records include:

- A list of all employees who are eligible for Family Leave Insurance.
- A list of all employees who are on Family Leave Insurance.
- A list of all employees who are on Family Leave Insurance and the dates of their leave.
- A list of all employees who are on Family Leave Insurance and the dates of their leave.

New Jersey Department of Labor and Workforce Development
New Jersey Earned Sick Leave Notice of Employee Rights

New Jersey Earned Sick Leave

New Jersey's Earned Sick Leave Law, N.J.S.A. 34:21-1, et seq., provides that employers with at least 100 employees must provide their employees with earned sick leave. This leave is accrued at a rate of 1 hour for every 30 hours worked. Employees may use this leave for the following purposes:

- To care for themselves when they are ill.
- To care for family members who are ill.
- To address the needs of a family member who is disabled.
- To address the needs of a family member who is a victim of domestic violence.

New Jersey Department of Labor and Workforce Development
NOTICE OF EMPLOYEE RIGHTS & EMPLOYER RESPONSIBILITIES

NEW JERSEY LAW PROHIBITS WORKER MISCLASSIFICATION

New Jersey's Worker Misclassification Law, N.J.S.A. 34:21-1, et seq., provides that employers must not misclassify their employees. Misclassification occurs when an employer classifies an employee as an independent contractor when the employee is actually an employee. This law applies to all employers with at least 100 employees.

Display this poster in a conspicuous place
Chapter 173, Laws of New Jersey, 1965: Relating to Payment of Wages

Wage and Hour Law Abstract

| Date | Hourly Rate | Small Employers (Over 100) | Small Employers (Under 100) | Aggricultural Employees | Domestic Workers | Long Term Care Staff |
|----------|-------------|----------------------------|-----------------------------|-------------------------|------------------|----------------------|
| 1-1-2020 | \$12.10 | \$12.10 | \$12.10 | \$12.10 | \$12.10 | \$12.10 |
| 1-1-2023 | \$15.10 | \$15.10 | \$15.10 | \$15.10 | \$15.10 | \$15.10 |
| 1-1-2024 | \$16.10 | \$16.10 | \$16.10 | \$16.10 | \$16.10 | \$16.10 |

This Notice Must Be Posted in a Conspicuous Place
N.J.S.A. 34:21-1, et seq.

Wage and Hour Law Abstract

| Date | Hourly Rate | Small Employers (Over 100) | Small Employers (Under 100) | Aggricultural Employees | Domestic Workers | Long Term Care Staff |
|----------|-------------|----------------------------|-----------------------------|-------------------------|------------------|----------------------|
| 1-1-2020 | \$12.10 | \$12.10 | \$12.10 | \$12.10 | \$12.10 | \$12.10 |
| 1-1-2023 | \$15.10 | \$15.10 | \$15.10 | \$15.10 | \$15.10 | \$15.10 |
| 1-1-2024 | \$16.10 | \$16.10 | \$16.10 | \$16.10 | \$16.10 | \$16.10 |

New Jersey Department of Labor and Workforce Development
Penalties for Violations of Child Labor Law

Employers who violate the Child Labor Law, N.J.S.A. 34:21-1, et seq., are subject to penalties. These penalties include:

- A fine of up to \$1,000 for each violation.
- A fine of up to \$2,000 for each violation.
- A fine of up to \$5,000 for each violation.

New Jersey Department of Labor and Workforce Development
Employment, Temporary Labor Laws (N.J.S.A. 34:21-1, et seq.) and Family Leave Insurance (N.J.S.A. 34:21-1, et seq.)

Employers who violate the Temporary Labor Laws, N.J.S.A. 34:21-1, et seq., and the Family Leave Insurance Law, N.J.S.A. 34:21-1, et seq., are subject to penalties. These penalties include:

- A fine of up to \$1,000 for each violation.
- A fine of up to \$2,000 for each violation.
- A fine of up to \$5,000 for each violation.

New Jersey Department of Labor and Workforce Development
New Jersey SAFE Act (N.J.S.A. 34:11-1, et seq.)

The New Jersey SAFE Act, N.J.S.A. 34:11-1, et seq., provides that employers must not discriminate against their employees based on their sexual orientation or gender identity. This law applies to all employers with at least 100 employees.

New Jersey Department of Labor and Workforce Development
The Law Against Discrimination (LAD) Prohibits Discrimination and Harassment in Employment

The Law Against Discrimination (LAD), N.J.S.A. 10:101, et seq., prohibits employers from discriminating against their employees based on race, religion, sex, and other protected characteristics. This law applies to all employers with at least 100 employees.

New Jersey Department of Labor and Workforce Development
Division on Civil Rights

The Division on Civil Rights, N.J.S.A. 10:101, et seq., is responsible for enforcing the Law Against Discrimination (LAD) and the New Jersey Family Leave Act (NJFLA). The Division provides services to employees who have experienced discrimination or harassment in the workplace.

New Jersey Department of Labor and Workforce Development
The New Jersey Family Leave Act (NJFLA)

The New Jersey Family Leave Act (NJFLA), N.J.S.A. 34:11-1, et seq., provides that employers must not discriminate against their employees based on their family status. This law applies to all employers with at least 100 employees.

New Jersey Department of Labor and Workforce Development
Right to be Free of Gender Inequity or Bias in Pay, Compensation, Benefits or Other Terms and Conditions of Employment

The Right to be Free of Gender Inequity or Bias in Pay, Compensation, Benefits or Other Terms and Conditions of Employment, N.J.S.A. 34:11-1, et seq., provides that employers must not discriminate against their employees based on their gender. This law applies to all employers with at least 100 employees.

New Jersey Department of Labor and Workforce Development
Right to be Free of Gender Inequity or Bias in Pay, Compensation, Benefits or Other Terms and Conditions of Employment

The Right to be Free of Gender Inequity or Bias in Pay, Compensation, Benefits or Other Terms and Conditions of Employment, N.J.S.A. 34:11-1, et seq., provides that employers must not discriminate against their employees based on their gender. This law applies to all employers with at least 100 employees.

New Jersey Department of Labor and Workforce Development
Right to be Free of Gender Inequity or Bias in Pay, Compensation, Benefits or Other Terms and Conditions of Employment

The Right to be Free of Gender Inequity or Bias in Pay, Compensation, Benefits or Other Terms and Conditions of Employment, N.J.S.A. 34:11-1, et seq., provides that employers must not discriminate against their employees based on their gender. This law applies to all employers with at least 100 employees.

New Jersey Department of Labor and Workforce Development
Notice to Employer

Employers who violate the Law Against Discrimination (LAD), N.J.S.A. 10:101, et seq., are subject to penalties. These penalties include:

- A fine of up to \$1,000 for each violation.
- A fine of up to \$2,000 for each violation.
- A fine of up to \$5,000 for each violation.

New Jersey Department of Labor and Workforce Development
Notice to Employer

Employers who violate the Law Against Discrimination (LAD), N.J.S.A. 10:101, et seq., are subject to penalties. These penalties include:

- A fine of up to \$1,000 for each violation.
- A fine of up to \$2,000 for each violation.
- A fine of up to \$5,000 for each violation.

New Jersey Department of Labor and Workforce Development
Workers' Compensation

Workers' Compensation, N.J.S.A. 17:27, et seq., provides that employers must provide their employees with workers' compensation benefits. This law applies to all employers with at least 100 employees.

