

# ASSEMBLY JUDICIARY COMMITTEE

## STATEMENT TO

### **ASSEMBLY, No. 4521**

with committee amendments

# **STATE OF NEW JERSEY**

DATED: SEPTEMBER 29, 2022

The Assembly Judiciary Committee reports favorably Assembly Bill No. 4521 with committee amendments.

As amended by the committee, this bill bars provisions in employment contracts that waive certain rights or remedies. Specifically, the bill clarifies that the current law on non-disclosure provisions also prohibits certain non-disparagement provisions in employment contracts.

The bill also removes a provision of current law that provides that the prohibition on non-disclosure agreements does not apply to the terms of any collective bargaining agreement between an employer and the collective bargaining representative of the employees.

The bill, as amended by the committee, permits mediation or arbitration clauses to be included in an employment contract that is a result of a collectively bargained agreement for claims related to discrimination, retaliation, or harassment.

#### COMMITTEE AMENDMENTS:

The committee amended the bill to permit mediation or arbitration clauses in an employment contract that is a result of a collectively bargained agreement for claims related to discrimination, retaliation, or harassment.