

# ASSEMBLY LABOR COMMITTEE

## STATEMENT TO

### ASSEMBLY, No. 4841

# STATE OF NEW JERSEY

DATED: OCTOBER 24, 2024

The Assembly Labor Committee reports favorably Assembly Bill No. 4841.

This bill amends the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.) (LAD), to make existing provisions consistent, where appropriate, in prohibiting discrimination based on the source of a person's lawful income. Although currently prohibited by the LAD, this form of discrimination is not articulated consistently throughout this existing statute. This bill clarifies the LAD's prohibition on discrimination based on the source of a person's lawful income by defining the term "source of lawful income" and expressly stating that the prohibition applies to the income that would be used for either rental or mortgage payments.

The bill also adjusts current law to provide that it does not constitute unlawful employment practice to require, in certain instances, the retirement of an employee if the employee is entitled to an immediate retirement benefit of at least \$44,000. The bill increases this limit from \$27,000, and removes a provision that expressly permits an employer to restrict employment to United States citizens when the restriction is required by federal law or necessary to protect national security.

This bill also makes certain adjustments to current law to make the language gender neutral, and makes certain technical changes.

This bill takes effect immediately.