

[Second Reprint]

**ASSEMBLY, No. 2647**

**STATE OF NEW JERSEY**  
**215th LEGISLATURE**

INTRODUCED MARCH 5, 2012

**Sponsored by:**

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**District 6 (Burlington and Camden)**

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**District 3 (Cumberland, Gloucester and Salem)**

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**District 4 (Camden and Gloucester)**

**Co-Sponsored by:**

**Assemblywomen Mosquera, Watson Coleman, Assemblyman Fuentes,  
Senators Weinberg, Greenstein, Madden and Assemblywoman Sumter**

**SYNOPSIS**

Requires employers post notice of worker rights under certain State and federal laws.

**CURRENT VERSION OF TEXT**

As reported by the Senate Labor Committee on June 7, 2012, with amendments.



**(Sponsorship Updated As Of: 6/26/2012)**

1 AN ACT concerning employer notices and supplementing P.L.1952,  
2 c.9 (C.34:11-56.1 et seq.).

3

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

6

7 1. 'a.'<sup>1</sup> Every employer in this State<sup>2</sup>, with 50 or more  
8 employees,<sup>2</sup> shall conspicuously post notification, in a place or  
9 places accessible to all workers in each of the employer's  
10 workplaces, in a form issued by regulation promulgated by the  
11 Commissioner of Labor and Workforce Development, <sup>1</sup>**[of worker**  
12 **rights under every applicable State and federal law that provides for**  
13 **gender pay equity or that prohibits wage]** detailing the right to be  
14 free of gender inequity or bias in pay, compensation, benefits or  
15 other terms or conditions of employment under the "Law Against  
16 Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.), P.L.1952, c.9  
17 (C.34:11-56.1 et seq.), Title VII of the Civil Rights Act of 1964,  
18 Pub.L. 88-352 (42 U.S.C. s.2000e et seq.), and the Equal Pay Act of  
19 1963, Pub.L. 88-38 (29 U.S.C. s.206(d)), which prohibit wage or  
20 compensation<sup>1</sup> discrimination based on gender.

21 'b.'<sup>1</sup> The employer shall provide each worker of the employer  
22 with a written copy of the notification: not later than 30 days after  
23 the form of the notification is issued by the commissioner; at the  
24 time of the worker's hiring, if the worker is hired after the issuance;  
25 'annually, on or before December 31 of each year;'<sup>1</sup> and at any time,  
26 upon the first request of the worker. <sup>1</sup>The employer shall make the  
27 written copy of the notification available to each worker:

28 (1) By email delivery;

29 (2) Via printed material, including, but not limited to, a pay  
30 check insert, brochure or similar informational packet provided to  
31 new hires, an attachment to an employee manual or policy book, or  
32 flyer distributed at an employee meeting; or

33 (3) Through an Internet or Intranet website, if the site is for the  
34 exclusive use of all workers, can be accessed by all workers, and  
35 the employer provides notice to the workers of its posting.

36 The notification provided by the employer pursuant to this  
37 subsection shall contain an acknowledgement that the worker has  
38 received the notification and has read and understands its terms.  
39 The acknowledgement shall be signed by the worker, in writing or  
40 by means of electronic verification, and returned to the employer  
41 within 30 days of its receipt.

42 c.'<sup>1</sup> The commissioner shall make the notification required by  
43 this section available in English, Spanish, and any other language

**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:

<sup>1</sup>Assembly ALA committee amendments adopted March 12, 2012.

<sup>2</sup>Senate SLA committee amendments adopted JUNE 7, 2012.

1 that the commissioner determines is the first language of a  
2 significant number of workers in the State <sup>1</sup> [and the] . This  
3 determination shall be, at the discretion of the commissioner, based  
4 on the numerical percentages of all workers in the State for whom  
5 English or Spanish is not a first language or in a manner consistent  
6 with any regulations promulgated by the commissioner for this  
7 purpose. The<sup>1</sup> employer shall post and provide the notification in  
8 English, Spanish, and any other language <sup>1</sup> [for which the  
9 commissioner has made the notification available and which] <sup>2</sup> for  
10 which the commissioner has made the notification available and  
11 which<sup>2</sup> the employer reasonably believes<sup>1</sup> is the first language of  
12 <sup>1</sup> [a significant number of the employer's workforce] <sup>2</sup> [10 percent  
13 or more of the employer's total number of full-time, part-time, and  
14 contracted workers<sup>1</sup>] a significant number of the employer's  
15 workforce<sup>2</sup>.

16

17 2. This act shall take effect on the 61st day after the date of  
18 enactment.