

ASSEMBLY, No. 4078

STATE OF NEW JERSEY

219th LEGISLATURE

INTRODUCED MAY 7, 2020

Sponsored by:

Assemblyman RONALD S. DANCER

District 12 (Burlington, Middlesex, Monmouth and Ocean)

SYNOPSIS

Prohibits employers from requiring employees to be implanted with personal identification microchip technology.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning personal identification microchip technology
2 and supplementing Title 34 of the Revised Statutes.

3
4 BE IT ENACTED by the Senate and General Assembly of the State
5 of New Jersey:

6
7 1. a. No employer shall refuse to hire or employ any person,
8 discharge any employee from employment, or take any
9 discriminatory or adverse action against any employee with respect
10 to compensation, terms, conditions or other privileges of
11 employment, because that person has not undergone or refuses to
12 undergo implantation of personal identification microchip
13 technology.

14 b. As used in this act, "personal identification microchip
15 technology" means a subcutaneous or surgically implanted
16 microchip technology device or product that contains or is designed
17 to contain a unique identification number, code or other identifier;
18 or personal information; or both, that can be non-invasively
19 retrieved or transmitted with an external scanning device.

20
21 2. An employer who violates the provisions of this act shall be
22 subject to a civil penalty in an amount not to exceed \$5,000 for the
23 first violation and \$10,000 for each subsequent violation, collectible
24 by the Commissioner of Labor and Workforce Development in a
25 summary proceeding pursuant to the "Penalty Enforcement Law of
26 1999," P.L.1999, c.274 (C.2A:58-10 et seq.).

27
28 3. This act shall take effect on the 30th day next following
29 enactment.

30

31

32

STATEMENT

33

34 This bill prohibits employers from refusing to hire or employ any
35 person, discharging any employee from employment, or taking any
36 discriminatory or adverse action against any employee with respect
37 to compensation, terms, conditions or other privileges of
38 employment, because that person has not undergone or refuses to
39 undergo implantation of personal identification microchip
40 technology. As defined in the bill, "personal identification
41 microchip technology" means a subcutaneous or surgically
42 implanted microchip technology device or product that contains or
43 is designed to contain a unique identification number, code or other
44 identifier; or personal information; or both, that can be non-
45 invasively retrieved or transmitted with an external scanning
46 device.

A4078 DANCER

3

1 Under the bill, an employer who violates the provisions of the
2 bill is subject to a civil penalty in an amount not to exceed \$5,000
3 for the first violation and \$10,000 for each subsequent violation.