

SENATE, No. 2132

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED MARCH 16, 2020

Sponsored by:

Senator NIA H. GILL

District 34 (Essex and Passaic)

SYNOPSIS

Prohibits severance pay agreements from barring certain employee claims against employer.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning certain severance pay agreements and
2 supplementing Title 34 of the Revised Statutes.

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

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7 1. No employer or employer's agent, representative, or
8 designee shall require or request that any employee enter into an
9 agreement with respect to severance pay which results in the
10 employee releasing any claims, or barring any potential claims in
11 the future, that the employee may have against the employer
12 regarding gender discrimination or harassment. Any provision of a
13 severance pay agreement entered into that relates to an employee
14 releasing any claims, or barring any potential claims in the future,
15 that the employee may have against the employer regarding gender
16 discrimination or harassment shall be void and unenforceable.

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18 2. This act shall take effect immediately but shall not apply to
19 any agreement in effect on or before the date of enactment.

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STATEMENT

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24 This bill prohibits an employer from requiring or requesting that
25 any employee enter into an agreement with respect to severance pay
26 which results in the employee releasing any claims, or barring any
27 potential claims in the future, that the employee may have against
28 the employer regarding gender discrimination or harassment. The
29 bill provides that any provision of a severance agreement entered
30 into in violation of the bill is void and unenforceable. The
31 provisions of the bill take effect immediately, but will not apply to
32 any agreement in effect on or before the date of enactment.