

[First Reprint]

SENATE, No. 2919

STATE OF NEW JERSEY

219th LEGISLATURE

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Sponsored by:

Senator FRED H. MADDEN, JR.

District 4 (Camden and Gloucester)

SYNOPSIS

Establishes “Remote Work Study Commission.”

CURRENT VERSION OF TEXT

As reported by the Senate Labor Committee on February 11, 2021, with amendments.



1 AN ACT establishing the “Remote Work Study Commission.”

2

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

5

6 1. a. There is established the “Remote Work Study
7 Commission.” The purpose of the commission shall be to evaluate
8 whether the advantages of remote work exceed its disadvantages,
9 whether remote work has positive effects on the productivity of
10 workers, and the effect that the coronavirus 2019 pandemic has had on
11 remote work.

12 b. The commission shall consist of 11 members as follows:

13 (1) the Commissioner of Labor and Workforce Development, ex
14 officio, or a designee;

15 (2) two members of the Senate to be appointed by the President of
16 the Senate, which members shall not be of the same political party;

17 (3) two members of the General Assembly to be appointed by the
18 Speaker of the General Assembly, which members shall not be of the
19 same political party;

20 (4) three public members appointed by the President of the Senate,
21 who shall include a representative from the New Jersey Business and
22 Industry Association, ¹a representative of the New Jersey Commerce
23 and Industry Association, and¹ an individual with expertise in issues
24 relating to the work of the commission ¹**],** and a person who performs
25 professional, desk, managerial, or administrative work¹; and

26 (5) three public members appointed by the Speaker of the General
27 Assembly, who shall include a representative from the New Jersey
28 Chamber of Commerce, an individual with expertise in issues relating
29 to the work of the commission, and a person who performs
30 professional, desk, managerial, or administrative work.

31 c. Appointments to the commission shall be made within 30 days
32 after the effective date of this act. Vacancies in the membership of the
33 commission shall be filled in the same manner in which the original
34 appointment was made.

35 d. Members of the commission shall serve without compensation,
36 but shall be reimbursed for necessary and reasonable expenses
37 incurred in the performance of their duties as members of the
38 commission within the limits of funds appropriated or otherwise made
39 available to the commission for its purposes.

40

41 2. The commission shall organize as soon as practicable
42 following the appointment of a majority of its members, but no later
43 than 60 days after the effective date of this act. The commission
44 shall select a chairperson from among its members and shall appoint
45 a secretary who need not be a member of the commission. The

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:

¹Senate SLA committee amendments adopted February 11, 2021.

1 commission shall meet at the call of the chairperson at the times and
2 places it may deem appropriate and necessary to fulfill its duties.

3

4 3. It shall be the duty of the commission to evaluate:

5 a. Whether the advantages of remote work exceed its
6 disadvantages, including:

7 (1) whether remote work increases employee engagement;

8 (2) whether remote work increases employee retention rates;

9 (3) whether workplace stress is reduced;

10 (4) whether company overtime has increased or decreased;

11 (5) whether there are added expenses while working from home,
12 which includes, but is not limited to:

13 (a) utilities;

14 (b) childcare; and

15 (c) food.

16 (6) whether companies save money on expenses by having their
17 employees work from home and the amount that companies save on
18 average; and

19 (7) whether tax deductions are affected for employees working
20 from home.

21 b. Whether remote work has positive effects on the
22 productivity of workers, which includes determining:

23 (1) sources of distraction and whether it affects worker
24 performance overall; and

25 (2) the effect that remote work has on employee collaboration.

26 c. The effect that the coronavirus 2019 pandemic has had on
27 remote work, which includes, but is not limited to:

28 (1) determining how companies implementing remote work
29 have been regulating overtime;

30 (2) the percentage of employees using their personal computers
31 for remote work;

32 (3) the percentage of employees working remotely with their
33 children present; and

34 (4) the percentage of companies that will be moving to a
35 permanent remote work format.

36

37 4. The commission shall be entitled to call to its assistance and
38 avail itself of the services of the officials and employees of the
39 State and its political subdivisions and their departments, boards,
40 bureaus, commissions, and agencies as it may require and as may be
41 available to it for the purposes of the commission. The Department
42 of Labor and Workforce Development shall provide staff support
43 services to the commission.

44

45 5. The commission shall issue a final report of its findings and
46 conclusions to the Governor and, pursuant to section 2 of
47 P.L.1991, c.164 (C.52:14-19.1), to the Legislature no later than one
48 year following the first meeting of the commission.

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1 6. This act shall take effect immediately and shall expire upon
2 the submission by the commission of its report pursuant to section 5
3 of this act.