

New Jersey Family Employment Notices

OSHA Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a safety and health concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

Family Medical Leave Act

EMPLOYEE RIGHTS UNDER THE FAMILY MEDICAL LEAVE ACT

What is FMLA? FMLA: The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected unpaid leave for certain family and medical reasons.

Who is eligible for FMLA?

- You have worked for your employer for at least 12 months.
- You have worked for your employer for at least 1,250 hours during that 12-month period.
- Your employer has at least 50 employees in total.
- Your employer has at least 50 employees in a 75-mile radius of your workplace.

What are the FMLA benefits?

- You have the right to take up to 12 weeks of FMLA leave in a 12-month period.
- You have the right to return to the same or a comparable job after your leave.
- You are entitled to the same benefits as if you had not taken leave.

Family Medical Leave Act

EMPLOYER RIGHTS UNDER THE FAMILY MEDICAL LEAVE ACT

Under FMLA, employers are permitted to:

- Require an employee to provide advance notice of leave.
- Require an employee to provide certification of the need for leave.
- Require an employee to provide a return-to-work plan.
- Require an employee to provide a statement of the need for leave.

Contact OSHA we can help.

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

OSHA requires that reproductions or facsimiles of the poster be at least 8 1/2 x 14 inches with 16 point type.

USERRA

HEALTH CARE PROVIDER PROTECTION

USERRA provides the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military or naval service or certain types of service in the National Defense Medical System.

REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave to perform service in the uniformed services and:

- You were employed by your employer before your service.
- You were not discharged for cause.
- You were not discharged for a disciplinary offense.

Federal Minimum Wage

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Polygraph Protection Act

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

PROHIBITIONS

Employers are generally prohibited from requiring or requesting an employee or job applicant to take a lie detector test, from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a lie detector test, or from using a lie detector test to monitor an employee's performance.

Child Labor Abstract

Kind of Employment	Minimum Age	Hours of Work Not to Exceed	Prohibited Hours	Certificate or Permit Required
Theatrical/Professional employment in a theatrical production, including stage, motion picture, and television production and the motion picture industry.	16 years old	Under 16: No more than 2 hours per day, 6 days a week. 16-17 years old: No more than 6 hours per day, 6 days a week. 18-19 years old: No more than 8 hours per day, 6 days a week.	Under 16: No more than 2 hours per day, 6 days a week. 16-17 years old: No more than 6 hours per day, 6 days a week. 18-19 years old: No more than 8 hours per day, 6 days a week.	Under 16: Special Permit 16-17 years old: No 18-hour permit may issue Special Permit 18-19 years old: No 18-hour permit may issue Special Permit

Worker Classification

IF YOU HAVE BEEN MISSED AN EMPLOYMENT CONTRACTOR AGREEMENT BEFORE, WE DO THAT FOR YOU.

WE CAN HELP YOU WITH:

- Worker Classification
- Misclassification
- Employment Contract
- Labor Law

Pregnant Workers Fairness Act (PWFA)

The Pregnant Workers Fairness Act (PWFA) is a federal law that requires employers to provide accommodations to pregnant workers.

WHAT IS PWFA?

PWFA requires employers to provide accommodations to pregnant workers if the accommodations are necessary for the pregnant worker to perform her job safely and effectively.

Security and Financial Empowerment (SAFE) Act

The Security and Financial Empowerment (SAFE) Act is a federal law that requires employers to provide financial counseling to employees.

WHAT IS SAFE?

SAFE requires employers to provide financial counseling to employees if the counseling is necessary for the employee to manage their finances.

State OSHA

You have the right to a safe and healthful workplace. IT'S THE LAW.

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Whistleblower Act

The Whistleblower Act is a federal law that protects employees who report wrongdoing.

PROTECTION INFORMATION

The Whistleblower Act provides protection for employees who report wrongdoing to their employer or to a government agency.

New Jersey's Minimum Wage

Date	Most Employers	Seasonal & Short-Term (Over 90 Days)	Agricultural Workers	Cash Workers	Wage for Long-Term Care Facility Direct Care Staff Members
January 1, 2020	\$11	\$10.30	\$10.30	\$3.13	\$11.64 ea of \$11.00
January 1, 2021	\$12	\$11.10	No Change	\$4.13	\$15
January 1, 2022	\$13	\$11.90	\$11.90	\$5.13	\$16
January 1, 2023	\$14.13	\$12.93	\$12.91	\$6.13	\$17.13
January 1, 2024	\$15.13	\$13.73	\$13.81	No Change	\$18.13
January 1, 2025	TBD	\$14.30	\$13.40	TBD	TBD
January 1, 2026	TBD	\$15.00	\$14.20	TBD	TBD
January 1, 2027	TBD	TBD	\$15.00	TBD	TBD

Under the law, the "effective minimum wage rate" for any given year covered by this chart is the highest of the federal minimum wage rate, the minimum wage rate set by New Jersey state law, or a minimum wage rate adjusted to account for increases in the Consumer Price Index (CPI). The minimum wage rate is listed in the chart through 2023 because the effective minimum wage rate for those years. However, the CPI-adjusted rates listed for 2024 and the following years reflect only NJ statutory rates (and, thus, are estimates), as that is not yet known whether either the federal minimum wage rate or the CPI-adjusted rates will exceed the NJ statutory rates for those years.

Child Labor Abstract

Kind of Employment	Minimum Age	Hours of Work Not to Exceed	Prohibited Hours	Certificate or Permit Required
Theatrical/Professional employment in a theatrical production, including stage, motion picture, and television production and the motion picture industry.	16 years old	Under 16: No more than 2 hours per day, 6 days a week. 16-17 years old: No more than 6 hours per day, 6 days a week. 18-19 years old: No more than 8 hours per day, 6 days a week.	Under 16: No more than 2 hours per day, 6 days a week. 16-17 years old: No more than 6 hours per day, 6 days a week. 18-19 years old: No more than 8 hours per day, 6 days a week.	Under 16: Special Permit 16-17 years old: No 18-hour permit may issue Special Permit 18-19 years old: No 18-hour permit may issue Special Permit

Child Labor Abstract

Kind of Employment	Minimum Age	Hours of Work Not to Exceed	Prohibited Hours	Certificate or Permit Required
Agriculture: No restrictions on work performed outside of school hours in connection with a minor's home and industry or the minor's parent or guardian.	12 years old	12 hours daily, 6 days a week	10 hours daily, 6 days a week	11-13 years old: No 18-hour permit may issue Special Permit 14-15 years old: No 18-hour permit may issue Special Permit 16-17 years old: No 18-hour permit may issue Special Permit

Child Labor Abstract

Kind of Employment	Minimum Age	Hours of Work Not to Exceed	Prohibited Hours	Certificate or Permit Required
Domestic Service: Private Home	16 years old	10 hours daily, 6 days a week	No restrictions	None
Domestic Service: Live-in Home	16 years old	10 hours daily, 6 days a week	No restrictions	None
Domestic Service: Non-live-in Home	16 years old	10 hours daily, 6 days a week	No restrictions	None

Reporting & Recordkeeping Requirements

The Reporting and Recordkeeping Requirements section of the poster provides information on the reporting and recordkeeping requirements for employers.

OSHA requires that reproductions or facsimiles of the poster be at least 8 1/2 x 14 inches with 16 point type.

Equal Employment Opportunity

The Equal Employment Opportunity Act is a federal law that prohibits discrimination in the workplace.

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State Family Leave Act

The State Family Leave Act is a state law that provides employees with job-protected unpaid leave for certain family and medical reasons.

EMPLOYER RIGHTS UNDER THE STATE FAMILY LEAVE ACT

Under the State Family Leave Act, employers are permitted to:

- Require an employee to provide advance notice of leave.
- Require an employee to provide certification of the need for leave.
- Require an employee to provide a return-to-work plan.
- Require an employee to provide a statement of the need for leave.

Reporting & Recordkeeping Requirements

Requirement	Description
Reporting	Employers must report certain incidents to OSHA within a specific time frame.
Recordkeeping	Employers must maintain certain records for a specific period of time.

Gender Equity Notice

The Gender Equity Notice is a federal law that requires employers to provide equal opportunities for men and women.

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Anti-Discrimination

The Anti-Discrimination Act is a federal law that prohibits discrimination in the workplace.

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Reporting & Recordkeeping Requirements

Requirement	Description
Reporting	Employers must report certain incidents to OSHA within a specific time frame.
Recordkeeping	Employers must maintain certain records for a specific period of time.

Unemployment & Temporary Disability

The Unemployment and Temporary Disability Act is a state law that provides benefits to unemployed and temporarily disabled workers.

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Reporting & Recordkeeping Requirements

Requirement	Description
Reporting	Employers must report certain incidents to OSHA within a specific time frame.
Recordkeeping	Employers must maintain certain records for a specific period of time.

Family Leave Insurance

The Family Leave Insurance Act is a state law that provides insurance for family leave.

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Reporting & Recordkeeping Requirements

Requirement	Description
Reporting	Employers must report certain incidents to OSHA within a specific time frame.
Recordkeeping	Employers must maintain certain records for a specific period of time.

Emergency Notice

The Emergency Notice is a federal law that requires employers to provide emergency services.

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Reporting & Recordkeeping Requirements

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Reporting	Employers must report certain incidents to OSHA within a specific time frame.
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