

REPORTING & RECORDKEEPING REQUIREMENTS NOTICE

New Jersey Department of Labor and Workforce Development

Chapter 194, Laws of New Jersey, 2009, relating to Employee Obligation to Maintain and Report to the Employer... Reporting Requirements... Recordkeeping Requirements... Penalties...

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25

Table with 5 columns: Date, Most Employed Small Employers (fewer than 6), Agricultural, Cash Wage for Non-agricultural, and Exempt from the overtime exemption. Shows minimum wage increases from 2019 to 2025.

NEW JERSEY MINIMUM WAGE Wage and Hour Law Abstract | N.J.S.A. 34:11-56a et seq.

Statutory Minimum Wage Rate Employees are to be paid not less than New Jersey minimum wage in accordance with the schedule below:

Table with 5 columns: Date, Most Employed Small Employers (fewer than 6), Agricultural, Cash Wage for Non-agricultural, and Exempt from the overtime exemption. Shows minimum wage increases from 2019 to 2025.

Cash wage plus tips must equal the minimum wage

Waiver and Regulations Employees in the occupations found below are covered by this wage

- Food service, Food service (restaurant industry)
Food service (restaurant industry)
Food service (restaurant industry)
Food service (restaurant industry)
Food service (restaurant industry)
Food service (restaurant industry)

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during employment... Prohibited uses include: screening, promotion, demotion, discipline, or termination.

YOU MAY NEED TO CHECK YOUR WITHHOLDING

Did you just file Form W-4 with your employer? Did you get a new job? Are you a student? Are you an older worker? Are you a caregiver? Are you a spouse of a caregiver?

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the jobs rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the uniformed services of the United States.

EEOC - EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW

Applicants to and employees of companies with a Federal government contract or subcontract are protected from discrimination on the basis of race, color, religion, sex, national origin, age, or ancestry.

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN TITLE VII of the Civil Rights Act of 1964, as amended, prohibits employment discrimination on the basis of race, color, religion, sex, or national origin.

GENETICS Title II of the Genetic Information Nondiscrimination Act of 2008 prohibits employers and employees from discrimination on the basis of genetic information.

RETIRED VETERANS The Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), 38 U.S.C. 4212, prohibits employment discrimination against disabled veterans and their spouses.

RETALIATION Retaliation is prohibited against a person who files a complaint or provides information in connection with an investigation, or a witness to such an investigation.

INDIVIDUALS WITH DISABILITIES Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability.

AGE The Age Discrimination in Employment Act of 1967, as amended, prohibits employment discrimination on the basis of age.

SEX/WAGES In addition to sex discrimination prohibited by Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, as amended, prohibits wage discrimination on the basis of sex.

FMLA - EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

The Family and Medical Leave Act of 1993 (FMLA) entitles eligible employees of covered employers to take unpaid, job-protected leave on a full-time basis for specified family and medical reasons.

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NO SMOKING NOTICE

It is illegal to discriminate against work-authorized individuals. Employers cannot specify which documents they will accept from an employee.

VIOLATORS ARE SUBJECT TO FINE New Jersey Law Against False and Deceptive Practices Act N.J.S.A. 26:2C-35

Violators are subject to a fine of up to \$500 for each violation.

PAYMENT OF WAGES NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

Chapter 173, Laws of New Jersey, 1965: Relation to Payment of Wages

All employers must pay wages to all employees in full at least twice a month.

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OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

All workers have the right to: Employers must:

- A safe workplace.
Recognize hazards in the workplace.
Raise a safety or health concern with your employer or OSHA.
Receive information and training on job hazards.
Request a confidential OSHA inspection of your workplace.
Participate (or have your representative participate) in an OSHA inspection.
File a complaint with OSHA within 30 days.
Request copies of your medical records.

Job Safety and Health



The U.S. Department of Labor Occupational Safety and Health Administration

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

1-866-879-2343 www.dol.gov/wHD

Employers are required to provide a safe and healthy workplace.

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