

New Jersey Employers: Remember Your Notice Requirements

November 14, 2014 | | [Employment Discrimination](#), [Fair Labor Standards Act](#), [Labor And Employment](#)

As we near the end of the year, employers doing business in New Jersey should remember some key notice requirements.

Wage and Hour Abstract Poster

First, by no later than January 1, 2015, New Jersey employers will need to post the updated [Wage and Hour Law Abstract poster](#). The poster must be conspicuously displayed and include the new minimum wage increase, which goes into effect on January 1, 2015. The new minimum wage will be \$8.38 per hour.

Gender Equity Notice

Second, on or before December 31, New Jersey employers with 50 or more employees must annually issue a written copy of the [Gender Equity Notice \(English\)](#). This required notice also is available in [Spanish](#). In addition to issuing the written notice, employers must obtain a written acknowledgement signed by each employee (either in writing or electronic signature). The employee's acknowledgement must verify that he or she received the required notice and understands the terms of such notice.

Conscientious Employee Protection Act (CEPA)

Third, any New Jersey employer with 10 or more employees must annually issue the notice of the [Conscientious Employee Protection Act \(CEPA\)](#), also known as the Whistleblower Act. This notice is available both in English and Spanish. In this notice, the employer must identify the contact person (and corresponding information) to whom reports can be made. This must be done prior to the distribution and posting. Although CEPA does not require a written acknowledgement by the employee of receipt of the notice, employers are encouraged to obtain such to demonstrate the employee did receive and understand the notice.

New Jersey SAFE Act

Fourth, New Jersey employers with 25 or more employees are required to post in a conspicuous location the [New Jersey SAFE Act](#). This provides protected leave to an eligible employee who is either a victim of domestic violence or sexual violent offense or whose parent, child, partner or spouse is a victim of such crimes

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