



ATTENTION NEW JERSEY EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** your company is subject to in addition to posting your labor law posters in a conspicuous location.

- Contact your insurance company for a copy of the **Workers' Compensation** notice. This notice must be obtained directly from your insurance company because it contains information specific to your business and your coverage.
- Five notices on your NJ state poster must be **distributed** to employees **in addition to being posted**. These are: "**Earned Sick Leave**", "**Employer Obligation to Maintain and Report Records**", "**Family Leave Insurance**", "**Conscientious Employer Protection Act/Whistleblower**", and "**Gender Equity**".

For further information about this distribution requirement, go to the New Jersey Department of Labor and Workforce Development website at www.nj.gov/labor or call **(609) 659-9045**.

- If you employ minors, you must keep a schedule of the hours that minors work. Your state poster includes the "**Hours of Minors**" schedule. You may fill in the hours on the schedule on the poster or make your own schedule and post it with your federal and state posters.
- The New Jersey State Law Against Discrimination and Family Leave Act states that employers, housing providers, and places of public accommodation are obligated to display posters in locations easily visible to those who would be affected by violations of these laws. If you do not post the discrimination posters that apply to your business in an area that satisfies this requirement, you need to post additional discrimination poster(s) in the appropriate place(s). The Discrimination in Employment, Family Leave Act, Discrimination in Housing Property Management, Discrimination in Housing Sales and Rentals, and Discrimination in Places of Public Accommodation notices can be downloaded free of charge from our Free Specialty Labor Law Posters page: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
- The following industries are required to post **Human Trafficking notices**: Strip clubs or sexually oriented businesses as defined in subsection a. of section 2 of P.L.1995, c.167 (2C:33-12.2), including, but not limited to, within every dressing room and within every restroom and restroom stall, Places of business of employers of massage or bodywork therapists, which employers are subject to registration, and which therapists are subject to licensure, pursuant to P.L.1999, c.19 (C.45:11-53 et seq.) and section 13 of P.L.2007, c.337 (C.45:11-68 et al.), including, but not limited to, within every dressing room and within every restroom and restroom stall, Bars, Airports, Passenger rail or light rail stations, Bus stations, Welcome Centers, Truck stops, Weigh Stations, Emergency rooms within general acute care hospitals, Urgent care centers, Farm labor contractors and day haulers, Privately operated job recruitment centers, Service areas and safety rest areas located along interstate highways in New Jersey, All forms of public transportation, including every railroad passenger car, and Hotels, motels, bed and breakfast establishments, campsites, and similar places of public accommodation. Go to our Free Specialty Posters page at the following address to download the New Jersey Human Trafficking notice: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
- If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post three federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all three of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.
- If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
 - Only employers who have registered should post the required posters, which can be downloaded free during registration.
 - DHS prohibits commercial sale of these posters by third parties.

For these reasons E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at www.e-verify.gov or call 888-464-4218.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.

- Your state has a **No Smoking law**, and covered employers must post a required No Smoking sign in every public entrance to their places of business. The location requirement cannot be met by including a No Smoking sign on your labor law poster. Therefore, employers must obtain and post a required sign. Poster Compliance Center provides Free Specialty Posters that include certain state-specific signs. You can download a No Smoking sign for the State of New Jersey on our Free Specialty Posters page at the following address: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company's industry, type of commerce, sector, location, or workforce, additional specialized notices may be required by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees)*, a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

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