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**Required Posters 2020**

**New Jersey Law:**

The following required posters from the NJ Department of Labor and Workforce Development are distributed in the Employer Poster Packet, available at <http://www.nj.gov/labor/lwdhome/content/employerpacketforms.html>:.

[Wage & Hour Law Abstract](http://lwd.dol.state.nj.us/labor/forms_pdfs/lsse/mw-220.pdf) [CEPA](http://lwd.dol.state.nj.us/labor/forms_pdfs/lwdhome/CEPA270.1.pdf) (whistleblower)

[Payment of Wages](http://lwd.dol.state.nj.us/labor/forms_pdfs/lsse/mw-17.pdf) Family Leave Insurance

[UI & DI Law](http://lwd.dol.state.nj.us/labor/forms_pdfs/EmployerPosterPacket/PR-1.pdf) Reporting and Recordkeeping Requirements

[Child Labor Laws](http://lwd.dol.state.nj.us/labor/forms_pdfs/EmployerPosterPacket/MW-129.pdf) (if applicable) Gender Equity Notice

Schedule of Minors’ Hours (if applicable) Earned Sick Leave

Worker Misclassification

If you have more than 25 employees, you must also post the NJ SAFE Act notice, also available in the Employer Poster Packet.

All New Jersey employers also are required to post the Employment poster from the NJ Division on Civil Rights, available from <http://www.nj.gov/oag/dcr/posters.html>. If you have more than 30 employees, you must also post the DCR Family Leave poster, available at the same site. You must also display a Workers’ Compensation notice, available through the insurance carrier.

All New Jersey employers must post a No Smoking sign at the public entrance, available at <https://www.nj.gov/health/fhs/tobacco/documents/nj_no_smoking_sign_eng.pdf>. Further, if your company is a place of public accommodation (*i.e.*, you regularly meet there in person with customers, clients, or patients), you must display the NJ Division on Civil Rights Public Accommodations poster, available from <http://www.nj.gov/oag/dcr/posters.html>, in the waiting room or other place accessible to the public.

Additional Distribution and Acknowledgement Requirements:

NJ FLI: Must be distributed to new hires, to any employee upon his/her first request for the notice, and to employees who give their employer notice of family leave. May be distributed electronically

CEPA: Employers with 10 or more employees must distribute notice to all New Jersey employees annually. May be distributed electronically. Notice must be in English, Spanish and at the employer's discretion, any other language spoken by the majority of the employer's employees. Employers must also “use other appropriate means” (*e.g.* employee handbook) to keep their employees informed about their rights under the law.

RRR: Must be distributed to new hires. May be distributed by email.

Gender Equity: Must be distributed in English and Spanish to new hires, to any employee upon his/her first request for the notice, and to all employees annually on or before December 31 of each year. Employee must return written acknowledgement within 30 days that the employee has received the notice and has read and understands its terms. Distribution and acknowledgement may be electronic.

Earned Sick Leave: Must be given to all new hires and to any employee upon his/her first request. Electronic posting and distribution allowed. Available in multiple languages.

**Federal law:**

Federal law mandates the posting of notices on:

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| Minimum Wage  | Job Safety and Health Protection  |
| Uniformed Services Employment & Reemployment Rights Act | Equal Employment Opportunity (15 or more employees)  |
| Employee Polygraph Protection Act | Family/Medical Leave Act (50 or more employees) |

The Equal Employment Opportunity poster is available from the Equal Employment Opportunity Commission at: <http://www1.eeoc.gov/employers/poster.cfm>. The other federal posters are available from the U.S. Department of Labor at: <https://www.dol.gov/general/topics/posters>. Federal contractors have additional posting requirements, as shown on the DOL matrix.

From April 1 through December 31, 2020, all private employers with fewer than 500 worker must post the notice on COVID-19 emergency paid sick leave and emergency FMLA, available in English and Spanish at <https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf>.

Under HIPAA, healthcare providers must post their Notice of Privacy Practices in the waiting room or other area where all patients can see it. If the practice has a website, the NPP must be prominently posted there, as well, and users must be given access to download a copy of the NPP.

Under the Affordable Care Act, healthcare providers that accept payments from Medicaid or from Medicare Parts A, C, or D must post a notice of non-discrimination as well as taglines that alert individuals with limited English proficiency to the availability of language assistance services. A model notice form can be found at <https://www.hhs.gov/sites/default/files/sample-ce-notice-english.pdf>. Taglines in the 15 most commonly-spoken languages in New Jersey must also be included. The languages are listed at <https://www.hhs.gov/sites/default/files/resources-for-covered-entities-top-15-languages-list.pdf>, and taglines are available at <https://www.hhs.gov/civil-rights/for-individuals/section-1557/translated-resources/index.html>.

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