

LABOR & EMPLOYMENT

ALERT

REQUIRED GENDER EQUITY POSTER ISSUED BY NJ DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

By Christina A. Stoneburner

Employers may remember that in September 2012, New Jersey passed a new law (P.L.2012, c.57) that requires employers with 50 or more employees to post a notice informing workers of their rights for equitable pay and of the prohibition against this type of gender discrimination.

After an official rulemaking process, the required poster will be adopted on January 6, 2014. As such, employers with 50 or more employees must post and distribute a new notice of the right to be free of gender inequity as of that date. The notice can be accessed here.

A covered employer must:

- Post the notice in a conspicuous place (which could include an intranet or Internet site exclusively used by employees and to which all employees have access); and
- Provide their employees with a copy of the notice.

This must be accomplished:

- o By February 5, 2014 (30 days after the issuance of the regulation by the DOL);

- o At the time of an employee's hiring, if the employee is hired after January 6, 2014;
- o Thereafter, annually (on or before December 31 of each year); and
- o Any time an employee requests a copy of the notice.

Employers must also obtain a signed acknowledgement of receipt of the notice from each employee that he or she has received it and understands it. This must be done every time an employee receives the notice and the signed acknowledgments must be maintained by the employer. Employees are supposed to complete the acknowledgement within 30 days of receiving the notice.

For more information about this alert or if you have any questions or concerns, please contact Christina A. Stoneburner at 973.994.7551 or cstoneburner@foxrothschild.com or any member of Fox Rothschild's Labor & Employment Department.