

KNOW YOUR WORK RIGHTS



CARE Grant Training



Welcome!

Please introduce yourself in that chat!

- Name
- Role
- Organization

How confident are you in talking about work rights?



Disclaimer

- This presentation is intended as general information and not legal advice.
- The NJ Register and the NJ Administrative Code remain the official sources for regulatory information published by the NJDOL.

This slide show was created with the help of generative AI.



Agenda

- Overview
- Earned sick leave
- Minimum wage
- Overtime
- Wage payment
- Misclassification
- Temporary Workers' Bill of Rights
- Domestic Workers' Bill of Rights
- Young workers
- Filing a complaint overview
- Health and safety at work





IMMIGRANTS ARE COVERED, REGARDLESS OF STATUS:



NJDOL serves all workers regardless of their immigration or citizenship status.

We don't ask workers about their immigration or citizenship status.

NJDOL is a state department. We are separate from the federal government.

We have strong regulations to protect the personal information of workers.

NJDOL does not voluntarily share workers' personal information with federal immigration authorities.

If federal immigration authorities request the personal information of workers from NJDOL, they must present a valid subpoena or warrant signed by a judge.

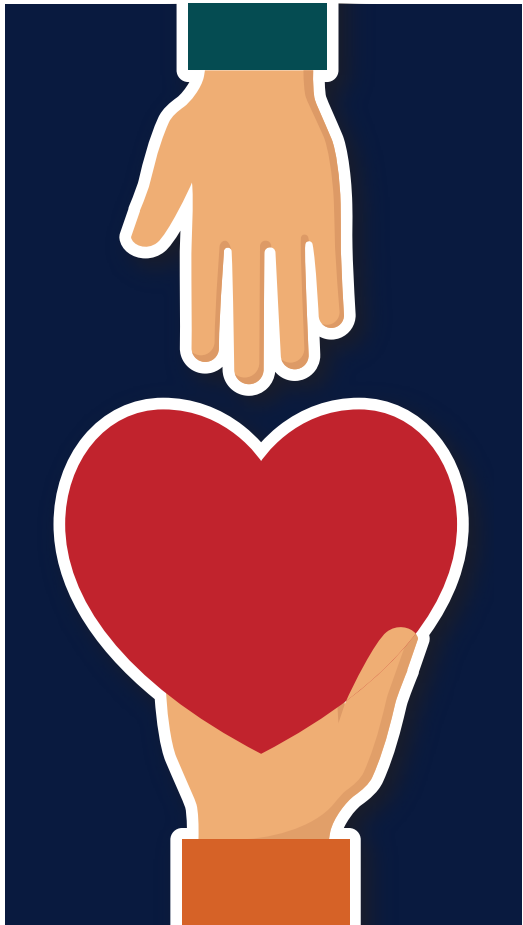




Earned Sick Leave

Leave Time
FOR YOU & THEM.

For More than Being Sick!



You can use Earned Sick Leave to:

- Care for your own physical or mental illness
- Care for a loved one's physical or mental illness
- Receive wellness care
- Cope with domestic or sexual violence, or care for a loved one who is a victim/survivor
- Attend a child's school-related meeting, conference, or event, when requested by the school

During public health emergencies:

- Quarantine based on the advice of a health care provider or public health authority
- Care for children when school or childcare is closed due to an epidemic or public health emergency

You're Most Likely Covered

Employers must provide earned sick leave to nearly all employees:

- **No matter how much you work:** full-time, part-time, seasonal, or temporary
- **No matter how you're paid:** salaried, hourly, cash, or piece rate
- **No matter how many workers your company employs**



Who is NOT Covered

These types of employees are not covered under the law:

- construction (union only)
- certain per diem health workers
- public employees who are provided with full pay sick leave under another law
- properly classified independent contractors



Provide Care to LOVED ONES

- Children (biological, adopted, or foster child; stepchild; legal ward; child of a domestic partner or civil union partner)
- Siblings
- Grandparents and grandchildren
- Spouses and partners
- Parents
- Extended family
- Chosen family

Any individual whose close association is the equivalent of family



Notice of Employee Rights

Employers must:

- Provide a written notice about Earned Sick Leave
- Display the Earned Sick Leave poster in an easily visible spot

New Jersey Department of Labor and Workforce Development
New Jersey Earned Sick Leave
Notice of Employee Rights

Under New Jersey's Earned Sick Leave Law, most employees have a right to accrue up to 40 hours of earned sick leave per year. Go to <https://nj.gov/labor> to learn which employees are covered by the law.

New employees must receive this written notice from their employer when they begin employment, and existing employees must receive it by November 29, 2018. Employers must also post this notice in a conspicuous and accessible place at all work sites, and provide copies to employees upon request.

YOU HAVE A RIGHT TO EARNED SICK LEAVE.

Amount of Earned Sick Leave
Your employer must provide up to a total of 40 hours of earned sick leave every benefit year. Your employer's benefit year is: Start of Benefit Year: _____ End of Benefit Year: _____

Rate of Accrual
You accrue earned sick leave at the rate of 1 hour for every 30 hours worked, up to a maximum of 40 hours of leave per benefit year. Alternatively, your employer can provide you with 40 hours of earned sick leave up front.

Date Accrual Begins
You begin to accrue earned sick leave on October 29, 2018, or on your first day of employment, whichever is later.
Exception: If you are covered by a collective bargaining agreement that was in effect on October 29, 2018, you begin to accrue earned sick leave under this law beginning on the date that the agreement expires.

Date Earned Sick Leave is Available for Use
You can begin using earned sick leave accrued under this law on February 26, 2019, or the 120th calendar day after you begin employment, whichever is later. However, your employer can provide benefits that are more generous than those required under the law, and can permit you to use sick leave at an earlier date.

Acceptable Reasons to Use Earned Sick Leave
You can use earned sick leave to take time off from work when:

- You need diagnosis, care, treatment, or recovery for a mental or physical illness, injury, or health condition; or you need preventive medical care.
- You need to care for a family member during diagnosis, care, treatment, or recovery for a mental or physical illness, injury, or health condition, or your family member needs preventive medical care.
- You or a family member have been the victim of domestic violence or sexual violence and need time for treatment, counseling, or to prepare for legal proceedings.
- You need to attend school-related conferences, meetings, or events regarding your child's education, or to attend a school-related meeting regarding your child's health.
- Your employer's business closes due to a public health emergency or you need to care for a child whose school or child care provider closed due to a public health emergency.

Family Members
The law recognizes the following individuals as "family members."

- Child (biological, adopted, or foster child; stepchild; legal ward; child of a domestic partner or civil union partner)
- Grandchild
- Sibling
- Spouse
- Domestic partner or civil union partner
- Parent
- Grandparent
- Spouse, domestic partner, or civil union partner of an employee's parent or grandparent
- Sibling of an employee's spouse, domestic partner, or civil union partner
- Any other individual related by blood to the employee
- Any individual whose close association with the employee is the equivalent of family

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Notice
Earned sick leave is foreseeable (can be planned in advance). Your employer can require up to 7 days' notice of your intention to use earned sick leave. If your need for earned sick leave is unforeseeable (not planned in advance), your employer may require you to give notice as soon as it is practical.

Documentation
You may be required to provide reasonable documentation if you use earned sick leave on 3 or more consecutive work days or on dates specified by the employer. The law prohibits employers from requiring your health care provider to provide a medical reason for your leave.

Carryover
Unused earned sick leave can be carried over into the next benefit year. However, your employer can require you to use up to 40 hours of leave per benefit year. Alternatively, your employer can offer to use earned sick leave at the end of the benefit year.

Right to be Free from Retaliation for Using Earned Sick Leave
Your employer cannot retaliate against you for:
• Using earned sick leave
• Filing a complaint or request for alleged violations of the law
• Discussing with any person, including co-workers, about any violation of the law
• Participating in an investigation regarding an alleged violation of the law, and
• Being a person of that person's potential rights under the law.
Retaliation includes threat, discipline, discharge, demotion, suspension, or reduction in hours, or any other action against you for exercising or attempting to exercise any right guaranteed under the law.

How to File a Complaint
You can file a complaint with the New Jersey Department of Labor and Workforce Development at https://nj.gov/labor/complaint_filing_wage_claim.htm between the hours of 8:30 a.m. and 4:30 p.m., Monday through Friday.
You must submit all documents that show your amount of sick leave accrual and usage, and this notice in English and, if available, your primary language.
For more information, visit the website of the Department of Labor and Workforce Development: nj.gov/labor.

New Jersey Department of Labor and Workforce Development
P.O. Box 388, Trenton, NJ 08625-0388 • 609-292-2305
We are available free online at nj.gov/labor, or from the
NJ Office, Trenton, NJ 08625-0110 • 609-777-3200.
Large print, call 609-292-2305. TTY users can contact
Relay, 7-1-1.

NEW JERSEY DEPARTMENT OF
LWD
LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

MW-565 (1/18)

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Earn 1 HOUR for Every 30 HOURS Worked

- The maximum amount employers are required to provide you is 40 hours of leave per benefit year
- Employers can exceed the law and provide more

ADVANCED Earned Sick Leave

- **Advance leave:** Employers can give 40 hours at the start of the benefit year. This eliminates the need to track accruals.
- **Prorated advance leave:** If hiring mid-year, employers can prorate leave. Employer must still provide one hour of sick leave for every 30 hours worked.

Providing Reasonable Notice

Notice requirements differ depending on the type of leave you need.

- **Planned leave:** Employers can require you to give seven days' advance notice for planned leave like wellness or school appointments
 - If the employer has not stated the notice requirement, the employer must allow you to use the planned earned sick leave without prior notice
 - Restrictions during peak times: Employers might limit leave during busy periods, or “black out” periods, but must inform you of these dates
- **Unplanned leave:** Inform your employer as soon as possible

Paid Your REGULAR HOURLY RATE

Your rate of pay for earned sick leave must be your regular hourly rate.

- **Nonstandard pay:** add your total earnings (excluding overtime) from the last seven days worked. Divide this by the total hours of work in these days. This applies if:
 - your pay varies
 - you have multiple jobs with the same employer
 - you're paid by the piece (piecework)
 - your pay includes tips, food, or lodging
- **Paid by commission:** use your hourly base wage or the state minimum wage, whichever is greater

Documentation

- Your employer cannot require documentation for one day of sick leave, or two consecutive days
- Employer can require documentation for three or more consecutive days off.
- Employers can ask you your reason for leave
- If your employer is not allowed to ask for documentation, they must assume your reason for taking leave is valid

Predetermined busy periods ("black out periods"): Employers can require you to provide documentation. They must inform you of these dates

You're Not Required to MAKE UP HOURS or FIND COVERAGE

Your employer cannot:

- require you to make up hours instead of using earned sick leave
- force you to find a replacement for your shift

They can allow you to make up hours if you **both** agree.



UNUSED Sick Leave

- You may carry over up to 40 hours of unused earned sick leave into the next benefit year. Your employer only has to allow you to use up to 40 hours of leave per benefit year, even if you carried over leave from the prior year
- Or your employer could pay you for your unused earned sick leave at the end of the **benefit year**

Benefit Years

- A benefit year is the period of 12 consecutive months established by an employer in which an employee shall accrue and use earned sick leave. This can be based on a calendar year for all employees or individually based upon an employee's hire date
- To change the benefit year, the employer must provide notice in writing to the NJDOL Commissioner at least 30 calendar days prior to the proposed change

Keeping Records

Employers must keep records documenting compliance over the last five years.

Records must include:

- employee hours worked
- accrued/advanced sick time
- sick time use, pay out, and carryover

Employers must provide NJDOL records upon request.

Earned Sick Leave & PTO

Employers can use an existing Paid Time Off (PTO) policy to follow the Earned Sick Leave law.

- Must meet or goes beyond the law's basic requirements.
- Can have different policies for other types of PTO, like vacation days, administrative leave, or extra sick time.
- If employer counts them separately, only the Earned Sick Leave policy needs to follow all the Earned Sick Leave law's requirements.
- If employer does not separate Earned Sick Leave from PTO, then all PTO must be treated as Earned Sick Leave, even if it's more than 40 hours.

Let's practice!

Maria works 25 hours a week at a restaurant. She's worked there for 6 months. Her grandmother has fallen ill and needs someone to take her to a doctor's appointment next week. Maria's manager says she can only use sick leave if she's personally sick, not for other people.

- Can Maria use earned sick leave for this situation?
- Who counts as a "loved one" under the law?
- How much notice should Maria give her employer?
- How much should the employer pay Maria?
- What other advice would you give Maria?



Let's practice!

- Maria has likely earned at least **20 hours of sick time**
 - 25 hours a week x 24 weeks (about 6 months)= 600 hours
 - 1 hour for every 30 hours worked= earned 20 hours
- Can use sick time for any family member, including her grandmother
- Give 7 days' notice if you can, or as soon as possible
- Maria should calculate her average hourly wage from the last 7 days she worked, including tips
- Other advice—remind Maria her employer can't require documentation or for Maria to find coverage for her shift

Temperature Check!

Send me hearts if you feel confident
that you understand your earned sick
leave rights.

Need More Time?

LEARN MORE AT:
myLeaveBenefits.nj.gov

NJ PAID FAMILY & MEDICAL LEAVE

CASH BENEFITS TO CARE FOR YOURSELF AND LOVED ONES

MOST NJ WORKERS ARE COVERED

and your job may be protected under federal and/or state law.

When you have to stop working to:

- Care for your own or a loved one's physical or mental health
- Care for yourself during pregnancy and childbirth recovery
- Bond with a new child
- Cope with domestic or sexual violence

Receive 85% of your average weekly wages, up to a maximum.

See the current year's max benefit level and eligibility requirements, and apply online for cash benefits:

myLeaveBenefits.nj.gov

These laws are your employer's responsibility

Your employer cannot violate the law, even if you say it's ok.

**If your employer breaks the law,
you can file a complaint.**



Required Posters

Employers are required to display NJDOL posters where workers can easily see. Not displaying required posters is a violation of NJ Wage and Hour Law.

Find them at nj.gov/labor/posters to print.

Request free posters by emailing wage.hour@dol.gov

Minimum for Most Workers is More than \$15/hour

Date	Most Employers	Seasonal & Small Employers (fewer than 6)	Agricultural Employers	Cash for Tipped Workers	Wage for Long-Term Care Facility Direct Care Staff
January 1, 2020	\$11	\$10.30	\$10.30	\$3.13	\$11; \$14 as of 11/1/20
January 1, 2021	\$12	\$11.10	\$10.30	\$4.13	\$15
January 1, 2022	\$13	\$11.90	\$11.05	\$5.13	\$16
January 1, 2023	\$14.13	\$12.93	\$12.01	\$5.26	\$17.13
January 1, 2024	\$15.13	\$13.73	\$12.81	\$5.26	\$18.13
January 1, 2025	\$15.49	\$14.53	\$13.40	\$5.62	\$18.49
January 1, 2026*	\$15.92	\$15.23	\$14.20	\$6.05	\$18.92

See nj.gov/labor/minwage for more information.

Minimum Wage—Tipped Workers

Total earnings (hourly wage plus tips) must equal at least the minimum wage.

Employers can apply a tip credit, up to a set maximum amount of your tips towards their minimum wage obligation.

If total earnings is less than the minimum wage per hour, your employer must make up the difference.

Effective Date	Minimum Cash Wage + Maximum Tip Credit			Must equal at least the state minimum wage* or employer must pay difference	
Jan. 1, 2022	\$5.13	+	\$7.87	=	\$13
Jan. 1, 2023	\$5.26		\$8.87		\$14.13
Jan. 1, 2024	\$5.26		\$9.87		\$15.13
Jan. 1, 2025	\$5.62		\$9.87		\$15.49
Jan. 1, 2026	\$6.05		\$9.87		\$15.92

Learn more at:
nj.gov/labor/tippedworkers

* See nj.gov/labor/forms_pdfs/wagehour/mw-571.pdf for the minimum hourly wage schedule for small businesses, and seasonal and agricultural employees.

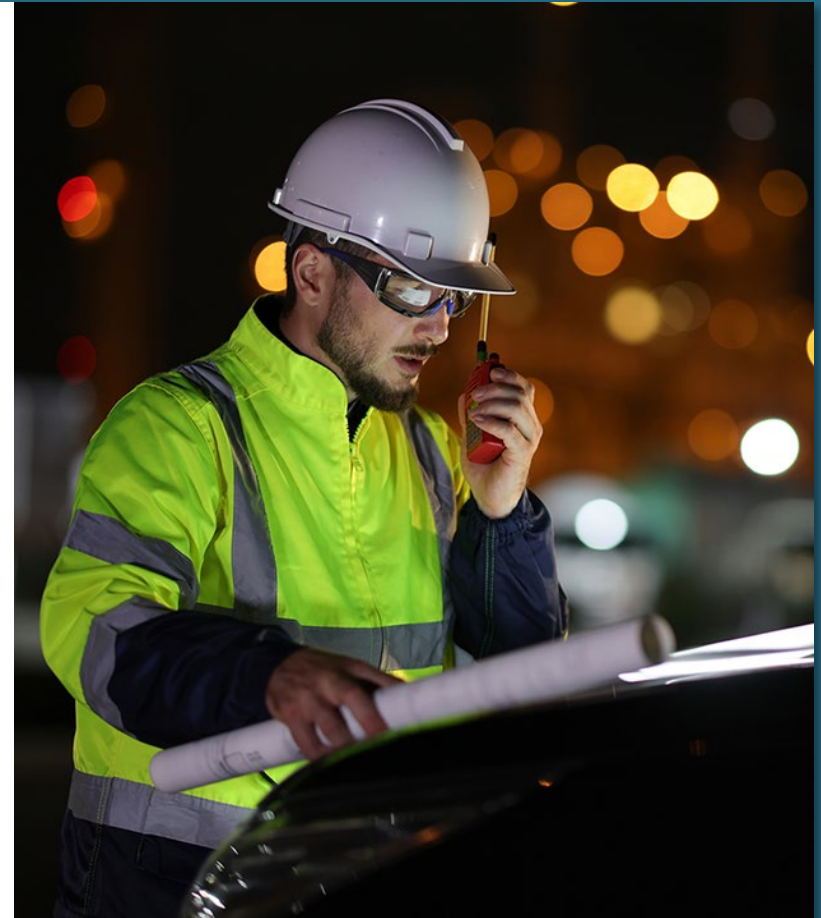
Prevailing Wage

- Prevailing wage rates are wage rates based on the collective bargaining agreements established for a particular craft or trade in the locality in which the public work is performed.
- In New Jersey, these rates vary by county and by the type of work performed.
- Public works projects subject to the Prevailing Wage Act are those funded in whole or in part with the funds of a public body (like a state agency, municipality, local government, or school district)

Learn more at:
nj.gov/labor/publicworks

Overtime

- Overtime pay for an hourly employee must be 1.5 times your regular rate of pay for all hours worked over 40 hours per week
- Employers can require employees to work overtime. In that case, the employer must pay the correct overtime rate.



Some Overtime Exemptions

Salaried employees can be **Exempt** or **Non-Exempt**

Just because an employee is salaried or has the title of a “manager” does NOT mean they are exempt from overtime.

The "executive, administrative, and professional" exemption must meet **each** of the requirements of the Federal Fair Labor Standards Act:

- Salary basis
- Minimum weekly salary level
- Job duties

Employers have to meet the requirements to claim a specific overtime exemption for it to be acceptable.

Wage Payment

Employers must

- Notify employees of rate of pay and regular payday upon hiring
- Notify employees of any changes in rates of pay or paydays prior to the changes
- Provide each employee with statement of deductions for each pay period
- Pay wages on regular paydays

An employer cannot withhold payment because an employee does not have a valid Social Security number or because an employee has not completed a W-4 or I-9 form.

Example Paystub

Earnings				
Description	Rate	Hours	Amount	YTD Amounts
Hourly Overtime (I)	\$28.85	1.00	\$28.85	\$43.28
Hourly Straight Time (I)	\$19.23	86.67	\$1,666.66	\$5,410.19
Paid Time Off (I)	\$0.00	0.00	\$0.00	\$153.84

Employers Must Keep Records

- Employers need to keep daily and weekly records of the exact total hours you work each day and within a week
- For most laws, employers need to keep records for 6 years
- We recommend you keep your own records. This is helpful if you file a complaint

Helpful resource: [USDOL Timekeeping App](#)

Record Keeping Requirements

Records to include the following information:

- Name of the Employee
- Address
- Rate of Pay
- Gross and Net Wages
- Itemized Deductions
- Mode of Payment
- Check Date or Pay Date
- Earned/Used Sick Leave

Let's Practice!

Mark has a new job at a warehouse. He's worked there for two weeks. The first week he worked 45 hours and the second week he worked 30 hours for a total 75 hours in the pay period.

He was paid \$15 an hour for his first week.

- What questions do you have about Mark's situation?
- Do you see any violations?
- How would you help Mark?



Let's Practice!

- Mark should get 1.5 times his hourly wage for every hour worked over 40 hours PER week. This means he should get overtime pay for five hours his first week of work.
- Overtime is not based on pay period.
- Mark also should get at least minimum wage, \$15.92 per hour, for every hour worked.
- You can help Mark share information from NJDOL with his employer. You can also help him file a complaint against his employer.

Misclassification



- Correctly classified independent contractors are not covered under Wage and Hour law and not eligible for certain benefits
- Some employers illegally classify employees as independent contractors.
- **You are not at fault** if your employer misclassifies you, but you could be deprived of work rights and other benefits

Independent Contractors

New Jersey uses what is called the ABC test to determine whether a worker is an independent contractor.

To learn more, visit myworkrights.nj.gov

Misclassification

Under New Jersey law, if an employee is misclassified as an independent contractor, they are entitled to:

- Backpay for unpaid minimum wage, overtime, failure to pay prevailing wage, and other payments due under the NJ Wage & Hour Laws, including reimbursement for any illegal deductions
- Rights guaranteed to employees like UI, TDI/FLI and Earned Sick Leave
- Workers can be awarded up to 5% of the worker's gross earnings over the past 12 months as a penalty for the illegal practice of misclassification

Temporary Workers' Bill of Rights

New Jersey passed a law that gives new rights to many temporary workers. These rights apply if you work for temporary help service firms and do certain jobs for client companies.

Some of the most common jobs covered by the law are temporary warehouse workers, moving and maintenance jobs, and construction. But there are many more.

New rights include:

- Assignment information in your language
- Equal pay and benefits as client company employees doing same or very similar work
- No fees for transportation or check cashing
- Paid hours if your assignment is canceled or moved

Learn more: nj.gov/labor/tempworkers

Domestic Workers' Bill of Rights

Domestic workers have new protections under the Domestic Workers Bill of Rights.

Domestic workers provide essential services to families across New Jersey including childcare, eldercare, housekeeping, cooking and more.

New rights include:

- Contract in your language
- Breaks depending how long you work (rest breaks, meal breaks, breaks for live-in workers)
- Privacy in personal spaces and private communications
- New health and safety standards (must be adopted through formal rulemaking)
- Protection from discrimination under the NJ Law Against Discrimination (enforced by NJ Division on Civil Rights)

Learn more: nj.gov/labor/domesticworkers

What are common types of jobs for
a temporary worker?

How about a domestic worker?

Child Labor

- Effective June 2023, complete working papers online at myworkingpapers.nj.gov
- Before the job starts, minors and employers must register. Caregiver can approve or deny
- Rules around specific jobs, hours, and pay vary by sector and age
- Wage and Hour Division inspects and investigates workplaces for compliance, reviews and approves working papers, and provides outreach and education. Learn more at nj.gov/labor/youngworkers

Pay & Benefits Transparency

Law went into effect on June 1, 2025.

Employers must:

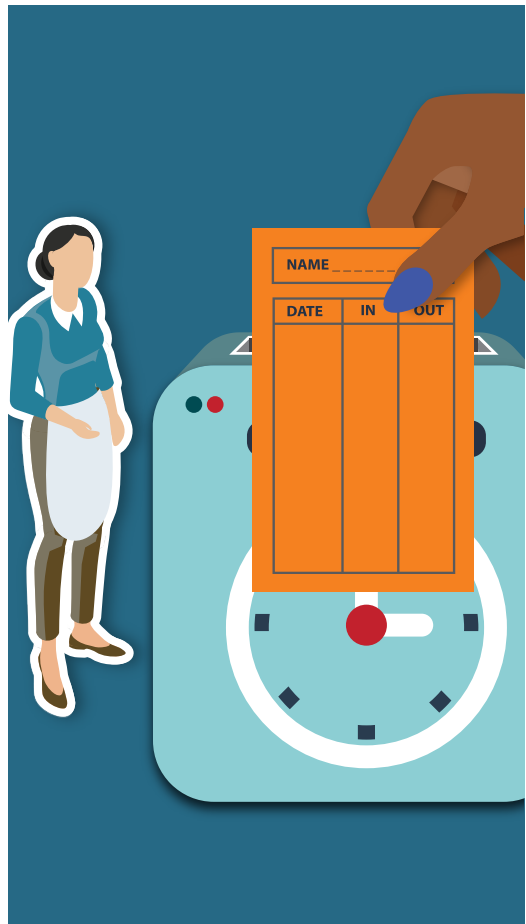
- Provide the pay information, a general description of benefits, and other compensation in job postings
- Make reasonable efforts to make employees in affected departments aware of promotional opportunities

Covered employers are any person, company, corporation, firm, labor organization, or association which:

- Has 10 or more employees over 20 or more calendar weeks; and
- Does business, employs persons, or takes applications for employment within New Jersey.
- Or are public employers

Learn more about the law and how to file a strong complaint at nj.gov/labor/paytransparency.

NJ Wage Theft Act



Under this law:

- Employees can sue employers for wage violations. Employee can recover attorneys' fees and up to 200% liquidated damages
- Employers can face increased fines and penalties
- **Presumptive liability:** If employers don't keep proper records, they have to prove they didn't break the rules. The NJ Department of Labor (NJDOL) will presume the employee's claims are correct if there are no records

How to File a Complaint

Filing a complaint is free of charge. NJDOL can investigate claims going back six years from the date you file.

File online or print a paper form at: nj.gov/labor/file

Mail or Fax:

New Jersey Department of Labor and Workforce Development
Division of Wage and Hour Compliance

P.O. Box 389

Trenton, NJ 08625-0389

Fax: (609) 695-1174

Phone: Call (609) 292-2305 between 8:30 a.m. and 4 p.m.

Filing Tips

- A trusted person may file on your behalf or help you file
- Groups of employees must file separate complaints
- Answer accurately and submit copies, not originals, of all relevant documents
- You may be asked to provide additional details (i.e. employer information, hours worked)
- Farm workers, email farms@dol.nj.gov to tell us you've filed or to get help

After Filing

1. If you file online, you receive a confirmation number
2. Investigative process: nj.gov/labor/investigate
3. Check wagehour.nj.gov with your confirmation number
4. Your employer may be contacted
5. Notification of results

To inquire about a paper complaint or for other questions, **call (609) 292-2305 or email wage.hour@dol.nj.gov**. We will make every effort to provide assistance in your language.

Confidentiality

Unless required by law or regulation, if you file a complaint, **NJDOL will not disclose your identity and other personally identifiable information (PII)** to your employer and others without your written permission to do so. These rules were strengthened in 2020 to better protect workers.



Confidentiality

In rare cases, NJDOL may be required to disclose your identity and/or other PII. For example, a wage proceeding could end up in court and the judge could require it. Or another government agency could compel NJDOL to disclose PII.

NJDOL cannot provide PII to a government agency if your complaint was filed against them.

A law enforcement agent could also request PII from NJDOL, but they must provide a signed request and warrant, and certify they'll keep identifying information confidential.

Wage Collection

Sometimes, we direct complaints to Wage Collection. These are formal hearings to resolve disputes between employers and employees over the payment of wages up to \$50,000.00.

The proceedings are recorded, and employers and employees are sworn in and required to provide evidence to prove their claim.

In this case, your identity will become known to your employer through the summons complaint, and they will be present at the hearing.

You decide if you want to pursue a Wage Collection hearing.

Filing Anonymously

To file anonymously, file by mail or fax. Write **“ANONYMOUS”** in the name section of the complaint form and leave address blank.

You won't receive information about your complaint or be able to check its status.



Retaliation

Your employer can't punish you for

- Filing a complaint or participating in an investigation
- Complaining about a violation of the law
- Or testifying or preparing to testifying in an investigation

Punishment includes firing, disciplinary action, cutting pay or hours, or other adverse actions.

Employers breaking this law may face penalties.

If retaliation occurs, file a complaint right away. You also have the right to take private legal action.



ADDITIONAL PROTECTIONS FOR IMMIGRANT WORKERS:

Employers cannot disclose, or threaten to disclose, a worker's immigration status to hide that they broke certain laws. If they do, they face bigger penalties.

NJDOL can certify U/T visa applications for victims of crimes, such as domestic violence, sexual assault, and human-trafficking.

Learn more at
nj.gov/labor/immigrants.



Investigations

- NJDOL receives thousands of Wage and Hour complaints each year. Not all complaints will be handled in the same way
- Notification of investigation results could take weeks or months
- NJDOL has the ability to issue stop work orders on a job site when there is strong evidence workers are being exploited
- NJDOL is implementing a **Strategic Enforcement** approach to target high violation industries with low rates of complaints
- Information on the investigation process can be found here: nj.gov/labor/investigate

More Work Rights

Workers' Compensation:

- Employers must carry Workers' Compensation insurance, which can provide medical treatment and cash benefits for a job-related injury or illness. Learn more at nj.gov/labor/wc

Health and Safety:

- Workers have the right to report unsafe conditions, and be informed, trained and protected from hazards in the workplace. Learn more at nj.gov/labor/safetyandhealth
- Panic device law: requires some hotel employers to provide panic devices to employees assigned to work alone in guest rooms. Learn more at nj.gov/labor/panicdevice

If a worker doesn't have a social security number, what rights are they entitled to?



RIGHTS AND PROTECTIONS FOR: NJ IMMIGRANT WORKERS

SERVICES AVAILABLE REGARDLESS OF IMMIGRATION STATUS

Social Security Number not required - we won't ask you about your immigration status.

Work Rights: minimum wage, overtime, misclassification, prevailing wage for public works, retaliation protections and more
➡ Employers cannot disclose or threaten to disclose your immigration status to hide that they broke these laws, or they face penalties

Earned Sick Leave: care for yourself and loved ones, attend school meetings, domestic/sexual violence + more

Protection against discrimination: enforced by the NJ Division on Civil Rights. Visit NJCivilRights.gov

Job protected family leave: your legal rights to keep your job while on leave for certain reasons. Learn more at myleavebenefits.nj.gov/jobprotection

Workers Compensation Insurance: medical care and benefits for job-related injury and illness

Vocational Rehabilitation for young workers: support and resources for workers up to 21 years old with disabilities

Most Services at One Stop Career Centers: job search, career planning, resume help, English classes and more; some services require work authorization

SERVICES THAT REQUIRE A SOCIAL SECURITY NUMBER

Paid Family and Medical Leave: cash benefits when you can't work due to pregnancy/bonding, caring for your own or a loved one's physical or mental health condition, and coping with domestic/sexual violence

Unemployment Insurance: cash benefits when you lose your job or work hours through no fault of your own

Vocational Rehabilitation for adults: support and resources for workers 22 years and older with disabilities

- We protect your personal information.
- We don't voluntarily share your personal information with federal immigration authorities. They would need to present a valid subpoena or warrant signed by a judge.
- These programs do not have a "public charge" impact. They won't affect your eligibility for a U.S. visa or Green Card.

This handout has basic information. It does not replace legal advice. If you need help with legal matters, talk to a lawyer. You still need to meet eligibility requirements for these benefits and protections.

Learn more at nj.gov/labor/immigrants



DERECHOS Y PROTECCIONES PARA: TRABAJADORES INMIGRANTES DE NJ

SERVICIOS DISPONIBLES SIN IMPORTAR EL ESTATUS MIGRATORIO

Número de Seguro Social no requerido - no le preguntaremos sobre su estatus migratorio.

Derechos Laborales: salario mínimo, horas extras, clasificación incorrecta, salario prevaleciente para obras públicas, protecciones contra represalias y más

➡ Los empleadores no pueden divulgar ni amenazar con divulgar su estatus migratorio para ocultar que han violado estas leyes, enfrentarán sanciones

Licencia por Enfermedad Pagada: cuidar de usted y sus seres queridos, asistir a reuniones escolares, violencia doméstica/sexual y más

Protección contra la discriminación: aplicada por la División de Derechos Civiles de NJ. Visite NJCivilRights.gov

Licencia familiar protegida por ley: sus derechos legales para mantener su empleo mientras esté de licencia por ciertas razones. Obtenga más información en myleavebenefits.nj.gov/jobprotection

Seguro de Compensación para trabajadores: atención médica y beneficios por lesiones y enfermedades relacionadas con el trabajo

Rehabilitación vocacional para trabajadores jóvenes: apoyo y recursos para trabajadores de hasta 21 años con discapacidades

La mayoría de los servicios en los Centros de Carrera One Stop: búsqueda de empleo, planificación de carrera, ayuda con el currículum, clases de inglés y más; algunos servicios requieren autorización de trabajo

SERVICIOS QUE REQUIEREN UN NÚMERO DE SEGURO SOCIAL

Licencia Familiar y Médica Pagada: beneficios económicos cuando no puede trabajar debido a embarazo/vinculación, cuidado de su propia salud física o mental o la de un ser querido, y afrontar violencia doméstica/sexual

Seguro de Desempleo: beneficios económicos cuando pierde su empleo o sus horas de trabajo sin que sea culpa suya

Rehabilitación Vocacional para adultos: apoyo y recursos para trabajadores de 22 años o más con discapacidades

- Protegemos su información personal.
- No compartimos voluntariamente su información personal con las autoridades federales de inmigración. Ellos necesitarían presentar una citación o una orden judicial válida firmada por un juez.
- Estos programas no tienen un impacto de "carga pública". No afectarán su elegibilidad para obtener una visa estadounidense o una tarjeta de residente permanente (Green Card).

Este folleto contiene información básica. No sustituye la asesoría legal. Si necesita ayuda con asuntos legales, consulte con un abogado. Todavía necesita cumplir con los requisitos de elegibilidad para estos beneficios y protecciones.

Obtenga más información en nj.gov/labor/immigrants

How confident are you in talking about work rights?



Thank you!

Questions: Rebecca.Glinn@dol.nj.gov