



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