

****THIS IS NOT THE POSTER****

**UPDATE - NEW POSTER REQUIREMENT – GENDER EQUITY IN PAY,
COMPENSATION, BENEFITS OR OTHER TERMS OR CONDITIONS OF
EMPLOYMENT**

P.L. 2012, c. 57, becomes effective on November 19, 2012 and requires that every employer in New Jersey, with 50 or more employees, must conspicuously post notification in a place or places accessible to all workers in each of the employer's workplaces, in a form issued by regulation promulgated by the Commissioner of Labor and Workforce Development, detailing the right to be free of gender inequity or bias in pay, compensation, benefits or other terms and conditions of employment under pertinent state and federal laws.

P.L. 2012, c. 57, also requires that the employer must provide to each worker of the employer a written copy of the notification: not later than 30 days after the form of notification is issued by the Commissioner; at the time of the worker's hiring, if the worker is hired after the issuance of the form of notification; annually, on or before December 31 of each year; and at any time, upon the first request of the worker.

The law does not require that the notification be posted or distributed on the November 19, 2012 effective date.

The law does not require that the notification be posted or distributed within 30 days of the November 19, 2012 effective date.

The posting and distribution requirements contained in the law are not triggered until the Commissioner of Labor and Workforce Development issues the form of notification "by regulation."

The regulatory process takes months and involves (1) the publication of a notice of proposal in the New Jersey Register and on the Department of Labor and Workforce Development website, which would contain a proposed form of the notification, (2) a 60-day comment period during which members of the public may submit written comments regarding the proposed form of the notification, and (3) the publication of a notice of adoption in the New Jersey Register, which would contain the final form of the notification.

It would only be upon publication in the New Jersey Register of a notice of adoption containing the final form of the notification that the posting and distribution requirements within P.L. 2012, c. 57, are triggered.

The Department will be posting regular updates on its website as to the status of the rulemaking.