

The Construction Industry Independent Contractor Act prohibits employers in the construction industry who improperly classify employees as independent contractors deprive these workers of proper Social Security benefits and other benefits, while reducing the employers' state and federal tax withholdings and related obligations.

*N.J.S.A. 30:20-1/N.J.A.C. 12:65*

### **Workplace Standards**

Asbestos Control and Licensing Act  
Asbestos Licenses and Permits  
*N.J.S.A. 34:5A-32 et seq.*  
*N.J.A.C. 12:120*  
609-633-3760

Inspection of Boilers, Pressure Vessels, and Refrigeration Systems  
*N.J.S.A. 34:7-14 et seq.*  
609-292-2921

Boilers, Pressure Vessels, & Refrigeration  
*N.J.A.C. 12:90*  
609-292-2921

Licensing of Operating Engineers and Firemen  
*N.J.S.A. 34:7-1 et seq.*  
609-292-2921

Public Employees Occupational Safety and Health Act  
*N.J.S.A. 34:6A-25 et seq.*  
609-984-1389

Safety and Health Standards for Public Employees  
*N.J.S.A. 34:1-20, 34:1a-3(c) and 34:6A-24 et seq.*  
*N.J.A.C. 12:100*  
609-984-1389

Occupational Safety and Health Procedural Standards for Public Employees  
*N.J.S.A. 34:6A-25 et seq.*  
*N.J.A.C. 12:110*  
609-984-1389

Occupational Safety and Health Review Commission Rules of Procedure  
*N.J.S.A. 34:1-20, 34:1A-3(e), 34:6A-32 and 34:6A-42(c) et seq.*  
*N.J.A.C. 12:112*  
609-984-1389

Mine Safety Act  
*N.J.S.A. 34:6-98.1 et seq.*  
*N.J.A.C. 12:185*  
609-292-2096

Pits and Quarries Regulations  
*N.J.S.A. 34:6-98.4A et seq.*  
*N.J.A.C. 12:185*  
609-292-2096

Explosives Act and Regulations  
*N.J.S.A. 21:1A-128 et seq.*  
*N.J.S.A. 12:190*  
609-292-2096

Licensing of Crane Operators Act and Regulations  
*N.J.S.A. 45:26-1 et seq.*  
*N.J.A.C. 12:121*  
609-292-5626

Fireworks Act  
*N.J.S.A. 21:2-1 et seq.*  
*N.J.S.A. 21:3-1 et seq.*

Retail Gasoline Dispensing Safety Act and Regulations  
*N.J.S.A. 34:3A-4 et seq.*  
*N.J.A.C. 12:196*  
609-292-2096

Rocket Experimentation by Amateurs Act and Regulations  
*N.J.S.A. 21:1C-1 et seq.*  
*N.J.A.C. 12:194*  
609-292-2096

Cutting and Grinding of Masonry Act and Regulations  
*N.J.S.A. 34:1A-3, 34:5-169 and 34:5-182 et seq.*  
*N.J.A.C. 12:122*  
609-292-5626

### **Payroll Costs**

Unemployment Insurance (UI)  
Percentage of payroll is subject to change.  
609-633-6400 ext. 2210

Temporary Disability Insurance (TDI)  
Employers may secure private plan coverage, subject to the approval of the Division of Temporary Disability Insurance

### **For Public Employers**

Governmental employers reimburse the unemployment trust fund for UI benefits paid, but may elect the contributory method. Rates are subject to change.  
609-633-6400 ext. 2211

Governmental employers other than the State of New Jersey may elect temporary disability coverage at the same rates as other employers.  
609-633-6400 ext. 3483

Non-profit employers exempt under the Internal Revenue Code may elect to reimburse the unemployment trust fund for UI benefits paid in lieu of contributions. These employers are also required to provide TDI coverage under the same provisions as for-profit employers.



If you need this document in braille or large print, call (609) 984-8190. TTY users can contact this department through New Jersey Relay: 7-1-1.

# **READY REFERENCE BUSINESS GUIDE**



Jon S. Corzine, Governor  
David J. Socolow, Commissioner

This is a guide to select employment-related laws administered by the state Department of Labor and Workforce Development and the federal Department of Labor.

### Posting Requirements of the New Jersey Department of Labor and Workforce Development

For any of the following posters, contact the Office of Constituent Relations  
PO Box 110, Suite 13A, Trenton, New Jersey 08625-0110  
609-777-3200

- Abstract Relating to Payment of Wages (MW-17)
- Job Safety & Health Protection poster (WPS-35). Required for all public employers only.
- NJ Child Labor Law Abstract (MW-129)
- NJ State Wage & Hour Law Abstract (MW-220)
- Schedule of Hours of Labor of Minors (MW-191). Required if you employ workers under 18 years of age.
- Unemployment & Disability Insurance (PR-1)
- NJ Mandatory Overtime Restrictions for Healthcare Facilities (MW-377)  
Required if you are a licensed health care facility or registered health care service firm
- Conscientious Employee Protection Act (AD-270) “Whistleblower Act.”
- Family Leave Insurance (PR-2).

Employers must also post a Workers’ Compensation notice, available through your insurance carrier.

### New Jersey Division on Civil Rights

For any of the following posters, contact the division at 973-648-2700 or view the poster requirements and download the posters online at [www.NJCivilRights.org](http://www.NJCivilRights.org).

- Employment
- Public Accommodation
- Family Leave Act
- Housing

For more information about the Division on Civil Rights, contact the office nearest you.  
Atlantic City: 609-441-3100 • Camden: 856-614-2550 • Newark: 973-648-2700  
Paterson: 973-977-4500 • Trenton: 609-292-4605

### Posting Requirements: U.S. Department of Labor

For any of the following posters, contact the nearest Wage & Hour office of the U.S. DOL:  
Lawrenceville: 609-538-8310 • Mountainside: 973-645-2279

- Federal Minimum Wage poster. Required
- Federal Polygraph poster. Required
- Your Rights Under the (federal) Family and Medical Leave Act of 1993 (WH Publication 1420). Required
- Job Safety & Health Protection (Poster #2203). Required

Contact the nearest U.S. DOL OSHA Office:  
Avenel: 732-750-3270 • Hasbrouck Heights: 201-288-1700  
Marlton: 856-396-2594 • Parsippany: 973-263-1003

- Equal Employment Opportunity. Required (contains information concerning the Americans with Disabilities Act) 1-800-669-4000

### Division of Vocational Rehabilitation Services

DVRS helps employers recruit, retain, and accommodate employees with disabilities and comply with the Americans with Disabilities Act (42 USC 12101 et seq.) and Title V of the Rehabilitation Act (20 USC 701 et seq.)

609-292-5987

### Workers’ Compensation

All employers operating in New Jersey must provide workers’ compensation coverage.

*N.J.S.A. 34:15-1, N.J.S.A. 34:15-70 et seq.*

609-292-1092

Workers’ Compensation insurance rates are established annually by the Department of Banking and Insurance. Actual premiums include the base rate and a factor for the claim experience of the employer.

*N.J.S.A. 34:15-89 et seq.*

973-622-6014

Employers may be authorized to self-insure for workers’ compensation risks after application and approval by the Department of Banking and Insurance.

*N.J.S.A. 34:15-77*

609-292-5350

### Workforce New Jersey – Careers

Employers are required to report information concerning layoffs of 50 or more employees to the local unemployment insurance claims offices.

*N.J.A.C. 12:17-1.4*

### One-Stop Career Centers

One-Stop Career Centers offer employment-related services that assist workers with finding a job or gaining the skills necessary to achieve their career goals, and assist employers by providing access to a qualified workforce. In addition, services include administering and facilitating training programs, literacy initiatives, the labor exchange system, and individual training grants. To locate a One-Stop Career Center in your area, call 1-877-US-2JOBS.

### Rapid Response Team

Helps employers comply with the federal plant closing law and assists employees being laid off with reemployment services and filing for unemployment benefits.

1-800-343-3919

### Business Resource Centers

Located within the One-Stop Career Centers, experienced staff will assist employers through the many programs and services that are available to the New Jersey business community.

[www.nj.gov/labor/employer](http://www.nj.gov/labor/employer),

then click on Business Resource Centers (More)

### Wage and Hour Compliance

609-292-2305

Wage and Hour Law establishes the minimum wage rate and overtime rate for all workers in New Jersey.

*N.J.S.A. 34:11-56a4 / N.J. A. C. 12:56-7.1*

Wage Payment Law requires employers to pay at least twice each month on regular paydays and to maintain employee records, and prohibits unauthorized withholding or diversion of wages.

*N.J.S.A. 34:11-4.2 / N.J.A.C. 12:55-2.1*

Child Labor Laws protect employed minors from working excessive hours and under hazardous conditions.

*N.J.S.A. 34:2-21.2*

The New Jersey Prevailing Wage Act requires the payment of prevailing wage to workers engaged in public works.

*N.J.S.A. 34:11-56.25 / N.J.A.C. 12:60*

New Jersey Public Works Contractor Registration Act requires that all contractors engaged in public works register with the Department of Labor and Workforce Development.

*N.J.S.A. 34:11-56.51 / N.J.A.C. 12:62*