

New Jersey Department of Labor Issues a New Mandatory Notice Regarding Recordkeeping Requirements

November 14, 2011

The New Jersey Department of Labor (NJDOL) has issued a new six-page notice regarding an employer's recordkeeping requirements under "[s]tate wage, benefit and tax laws" that must be posted conspicuously, and distributed to all current employees by December 7. As of November 7, employers are required to immediately provide a copy of the notice to all new hires. The NJDOL regulations provide that the notice can be posted on an employer Internet or intranet site "for exclusive use by its employees and to which all employees have access" to satisfy the "conspicuous" posting requirement. N.J.A.C. 12:1-3(c). The regulations further allow employers to distribute the notice to employees via email. N.J.A.C. 12:1-3(d). Failure to comply with the notice requirement could lead to a fine of up to \$1,000. View the new notice online at http://lwd.state.nj.us/labor/forms_pdfs/EmployerPosterPacket/MW-400.pdf.

If you have questions or require more information on the issues discussed in this LawFlash, please contact any of the Morgan Lewis attorneys below:

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