

ASSEMBLY LABOR COMMITTEE

STATEMENT TO

ASSEMBLY, No. 4621

with committee amendments

STATE OF NEW JERSEY

DATED: SEPTEMBER 19, 2024

The Assembly Labor Committee reports favorably and with committee amendments Assembly Bill No. 4621.

As amended, this bill requires an employer to disclose an applicant's eligibility, or lack thereof, to access and utilize family and disability leave and benefits provided for by State and federal law if the applicant becomes an employee of the employer. The disclosure is required to be in writing. As amended, as part of the disclosure, the bill requires the employer to notify the applicant if the applicant will not be eligible for any of the leave or benefits for which disclosure is required under the bill and provide the reason for the ineligibility. Additionally, under the employer is required to provide information to access an informational webpage maintained by the Department of Labor and Workforce Development concerning leave and benefits. An employer that does not provide the required disclosures and notifications under the bill will be subject to a civil penalty of not more than \$500 for each violation.

COMMITTEE AMENDMENTS:

The committee made technical amendments to clarify that if an applicant will not be eligible as an employee of the employer for any of the leave or benefits for which disclosure is required in accordance with the bill, the employer is required to notify the applicant of the applicant's ineligibility for each type of leave or benefit for which the applicant will be ineligible to use as an employee of the employer, and the reason for the applicant's ineligibility.