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LEGISLATIVE FISCAL ESTIMATE: No

S3302 (1R)

INTRODUCED BILL: (Includes sponsor(s) statement)	Yes	
REPRINT(S):	Yes	SBA 6/9/25 1R
TECHNICAL REVIEW OF BILL:	No	
COMMITTEE STATEMENT:	ASSEMBLY:	No
	SENATE:	Yes Labor Budget & Appropriations

(Audio archived recordings of the committee meetings, corresponding to the date of the committee statement, *may possibly* be found at www.njleg.state.nj.us)

FLOOR AMENDMENT STATEMENT:	No
LEGISLATIVE FISCAL ESTIMATE:	No
VETO MESSAGE:	No
GOVERNOR'S PRESS RELEASE ON SIGNING:	Yes
LEGISLATOR STATEMENT:	Yes

FOLLOWING WERE PRINTED:

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REPORTS:	No
HEARINGS:	No
NEWSPAPER ARTICLES:	No

CL/MMcB

§1
C.34:19-9.1
§§6,7
C.34:19-15
and 34:19-16
§8
Note

P.L. 2025, CHAPTER 138, *approved September 3, 2025*
Assembly, No. 4429 (*Second Reprint*)

1 **AN ACT** concerning prohibition of certain employer
2 communications and supplementing and amending P.L.2006,
3 c.53.
4
5 **BE IT ENACTED** by the Senate and General Assembly of the State
6 of New Jersey:
7
8 1. (New section) The Legislature finds and declares that
9 freedom of speech is a foundational ideal that is core to this nation's
10 identity. While an employer is free to exercise a right to speech, the
11 law needs to ensure current protections of the right of the workforce
12 to perform the duties of their jobs instead of listening to an
13 employer's speech on political matters.
14
15 2. Section 1 of P.L.2006, c.53 (C.34:19-9) is amended to read as
16 follows:
17 1. For the purposes of **[this act]** P.L.2006, c.53 (C.34:19-9 et
18 seq.):
19 "Employer" means a person engaged in business who has
20 employees, including the State and any political subdivision or other
21 instrumentality of the State.
22 "Employee" means any person engaged in service to an employer
23 for wages, salary or other compensation.
24 "Political matters" **[include political party affiliation and decisions**
25 **to join or not join or participate in any lawful political, social, or**
26 **community organization or activity]** means matters which relate to
27 ¹[elections for political office; political party; legislation; regulation]
28 an electioneering communication as defined in section 3 of P.L.1973,
29 c.83 (C.19:44A-3) ²[, a proposal to change legislation, and a proposal
30 to change a regulation¹;]² and the ¹employee's¹ decision to join or
31 support any political party or political, civic, community, fraternal, or
32 labor organization or association.
33 (cf: P.L.2006, c.53, s.1)

EXPLANATION – Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.
Matter enclosed in superscript numerals has been adopted as follows:
¹Assembly AAP committee amendments adopted October 24, 2024.
²Senate SBA committee amendments adopted June 9, 2025.

1 ¹3. Section 2 of P.L.2006, c.53 (C.34:19-10) is amended to read as
2 follows:

3 2. ²a.² No employer or employer's agent, representative or
4 designee may, except as provided in ²subsection b. of this section or²
5 section 3 of [this act] P.L.2006, c.53 (C.34:19-11), require its
6 employees to attend an employer-sponsored meeting or participate in
7 any communications with the employer or its agents or representatives,
8 the purpose of which is to communicate the employer's opinion about
9 religious or political matters.

10 [This act shall not be construed as prohibiting] ²b.² Nothing in
11 P.L.2006, c.53 (C.34:19-9 et seq.):

12 (1) prohibits an employer from permitting its employees to
13 voluntarily attend employer-sponsored meetings or providing other
14 communications to the employees, if the employer notifies the
15 employees that they may refuse to attend the meetings or accept the
16 communications without penalty;

17 (2) prohibits communications of information that the employer is
18 required by law to communicate;

19 (3) limits the rights of an employer or its agent, representative, or
20 designee from communicating to its employees any information that is
21 necessary for the employees to perform their required job duties,
22 including by requiring employees to attend a meeting or participate in
23 communications;

24 (4) prohibits an employer or its agent or representative, or
25 designee from requiring its employees to attend any training to reduce
26 or prevent unlawful workplace harassment or discrimination;

27 (5) prohibits an institution of higher education, or any agent,
28 representative, or designee of the institution, from conducting
29 mandatory meetings or participating in any communications with its
30 employees concerning any coursework, symposia, research,
31 publication, or an academic program at the institution;

32 (6) prohibits, where lawful, a candidate, candidate committee,
33 joint candidates committee, political committee, continuing political
34 committee, independent expenditure committee, political party
35 committee or legislative leadership committee, lobbyist as defined in
36 section 3 of P.L.1971, c.183 (C.52:13C-20), or a not-for-profit
37 organization that is exempt from taxation under section 501(c)(3),
38 501(c)(4), 501(c)(5), or 501(c)(6) of the Internal Revenue Code (26
39 U.S.C. 501(c)(3) to 501(c)(6)), from requiring its staff or employees to
40 attend an employer-sponsored meeting or participate in any
41 communication with the employer or the employer's agent,
42 representative or designee for the purpose of communicating
43 ²[political] electioneering² matters;

44 (7) prohibits the State and any political subdivision or other
45 instrumentality of the State from requiring their employees to attend an
46 employer-sponsored meeting or participate in any communication with
47 the employer or the employer's agent, representative, or designee for

1 the purpose of communicating the employer's proposals to change
2 legislation, proposals to change regulations, or proposals to change
3 public policy; or

4 (8) prohibits a religious organization from requiring its employees
5 to attend an employer-sponsored meeting or participate in any
6 communication with the employer or the employer's agent,
7 representative or designee for the purpose of communicating the
8 employer's religious beliefs, practices, or tenets.¹

9 (cf: P.L.2006, c.53, s.2)

10
11 ²4. Section 4 of P.L.2006, c.53 (C.34:19-12) is amended to read as
12 follows:

13 4. No employer or employer's agent, representative or designee
14 shall discharge, discipline or otherwise penalize or threaten to
15 discharge, discipline or otherwise penalize any employee because:

16 (1) the employee, or a person acting on behalf of the employee,
17 makes a good faith report, verbally or in writing, of a violation or
18 suspected violation of [this act] P.L.2006, c.53 (C.34:19-9 et seq.); or

19 (2) the employee, pursuant to subsection (1) of section 2 of
20 P.L.2006, c.53 (C.34:19-10), refused to participate in a meeting or
21 accept a communication.²

22 (cf: P.L.2006, c.53, s.4)

23
24 ¹[3.] ²[4.¹] ^{5.} Section 5 of P.L.2006, c.53 (C.34:19-13) is
25 amended to read as follows:

26 5. Any aggrieved employee may enforce the provisions of [this
27 act] P.L.2006, c.53 (C.34:19-9 et seq.) by means of a civil action
28 brought no later than ninety days after the date of the alleged
29 violation in [a court of competent jurisdiction] Superior Court.
30 The court shall award a prevailing employee all appropriate relief,
31 including any of the following which are applicable to the violation:

32 a. [A] Injunctive relief, including but not limited to a
33 restraining order against any continuing violation;

34 b. The reinstatement of the employee to the employee's former
35 position or an equivalent position and the reestablishment of any
36 employee benefits and seniority rights;

37 c. The payment of any lost wages, benefits or other
38 remuneration; **[and]**

39 d. The payment of reasonable attorneys' fees and costs of the
40 action; and

41 e. Other appropriate relief as considered necessary by the
42 court.

43 In addition, the court may award the prevailing employee
44 punitive damages not greater than treble damages, or an assessment
45 of a civil fine of not more than \$1,000 for a first violation of [the
46 act] P.L.2006, c.53 (C.34:19-9 et seq.) and not more than \$5,000

1 for each subsequent violation, which shall be paid to the State
2 Treasurer for deposit in the General Fund.

3 (cf: P.L.2006, c.53, s.5)

4
5 ¹[4.] ²[5.1] ^{6.2} (New section) An employer subject to
6 P.L. , c. (C.) (pending before the Legislature as this bill)
7 shall post a notice of employee rights under P.L. , c. (C.)
8 (pending before the Legislature as this bill) in a conspicuous place
9 reserved for employment-related notices and in a place commonly
10 frequented by employees.

11
12 ²7. (New section) The provisions of P.L.2006, c.53 (C.34:19-9 et
13 seq.) are severable. If any provision of P.L.2006, c.53 (C.34:19-9 et
14 seq.) or its application is held invalid, that invalidity shall not affect
15 other provisions or applications that can be given effect without the
16 invalid provision or application.²

17
18 ¹[5.] ²[6.1] ^{8.2} This act shall take effect on the 90th day after
19 enactment.

20
21
22
23
24 Expands prohibitions on employers concerning requirements for
25 employees to attend or listen to communications related to political
26 matters.

CHAPTER 138

AN ACT concerning prohibition of certain employer communications and supplementing and amending P.L.2006, c.53.

BE IT ENACTED *by the Senate and General Assembly of the State of New Jersey:*

C.34:19-9.1 Findings, declarations.

1. The Legislature finds and declares that freedom of speech is a foundational ideal that is core to this nation's identity. While an employer is free to exercise a right to speech, the law needs to ensure current protections of the right of the workforce to perform the duties of their jobs instead of listening to an employer's speech on political matters.

2. Section 1 of P.L.2006, c.53 (C.34:19-9) is amended to read as follows:

C.34:19-9 Definitions relative to employer communications on religious, political matters to employees.

1. For the purposes of P.L.2006, c.53 (C.34:19-9 et seq.):

"Employer" means a person engaged in business who has employees, including the State and any political subdivision or other instrumentality of the State.

"Employee" means any person engaged in service to an employer for wages, salary, or other compensation.

"Political matters" means matters which relate to an electioneering communication as defined in section 3 of P.L.1973, c.83 (C.19:44A-3) and the employee's decision to join or support any political party or political, civic, community, fraternal, or labor organization or association.

3. Section 2 of P.L.2006, c.53 (C.34:19-10) is amended to read as follows:

C.34:19-10 Required participation by employee in meetings, communications prohibited; exception.

2. a. No employer or employer's agent, representative, or designee may, except as provided in subsection b. of this section or section 3 of P.L.2006, c.53 (C.34:19-11), require its employees to attend an employer-sponsored meeting or participate in any communications with the employer or its agents or representatives, the purpose of which is to communicate the employer's opinion about religious or political matters.

b. Nothing in P.L.2006, c.53 (C.34:19-9 et seq.):

(1) prohibits an employer from permitting its employees to voluntarily attend employer-sponsored meetings or providing other communications to the employees, if the employer notifies the employees that they may refuse to attend the meetings or accept the communications without penalty;

(2) prohibits communications of information that the employer is required by law to communicate;

(3) limits the rights of an employer or its agent, representative, or designee from communicating to its employees any information that is necessary for the employees to perform their required job duties, including by requiring employees to attend a meeting or participate in communications;

(4) prohibits an employer or its agent or representative, or designee from requiring its employees to attend any training to reduce or prevent unlawful workplace harassment or discrimination;

(5) prohibits an institution of higher education, or any agent, representative, or designee of the institution, from conducting mandatory meetings or participating in any communications

with its employees concerning any coursework, symposia, research, publication, or an academic program at the institution;

(6) prohibits, where lawful, a candidate, candidate committee, joint candidates committee, political committee, continuing political committee, independent expenditure committee, political party committee or legislative leadership committee, lobbyist as defined in section 3 of P.L.1971, c.183 (C.52:13C-20), or a not-for-profit organization that is exempt from taxation under section 501(c)(3), 501(c)(4), 501(c)(5), or 501(c)(6) of the Internal Revenue Code (26 U.S.C. 501(c)(3) to 501(c)(6)), from requiring its staff or employees to attend an employer-sponsored meeting or participate in any communication with the employer or the employer's agent, representative, or designee for the purpose of communicating electioneering matters;

(7) prohibits the State and any political subdivision or other instrumentality of the State from requiring their employees to attend an employer-sponsored meeting or participate in any communication with the employer or the employer's agent, representative, or designee for the purpose of communicating the employer's proposals to change legislation, proposals to change regulations, or proposals to change public policy; or

(8) prohibits a religious organization from requiring its employees to attend an employer-sponsored meeting or participate in any communication with the employer or the employer's agent, representative, or designee for the purpose of communicating the employer's religious beliefs, practices, or tenets.

4. Section 4 of P.L.2006, c.53 (C.34:19-12) is amended to read as follows:

C.34:19-12 Retaliation against complaining employee prohibited.

4. No employer or employer's agent, representative, or designee shall discharge, discipline or otherwise penalize or threaten to discharge, discipline, or otherwise penalize any employee because:

- a. the employee, or a person acting on behalf of the employee, makes a good faith report, verbally or in writing, of a violation or suspected violation of P.L.2006, c.53 (C.34:19-9 et seq.); or
- b. the employee, pursuant to paragraph (1) of subsection a. of section 2 of P.L.2006, c.53 (C.34:19-10), refused to participate in a meeting or accept a communication.

5. Section 5 of P.L.2006, c.53 (C.34:19-13) is amended to read as follows:

C.34:19-13 Civil action by aggrieved employee.

5. Any aggrieved employee may enforce the provisions of P.L.2006, c.53 (C.34:19-9 et seq.) by means of a civil action brought no later than ninety days after the date of the alleged violation in Superior Court. The court shall award a prevailing employee all appropriate relief, including any of the following which are applicable to the violation:

- a. Injunctive relief, including, but not limited to, a restraining order against any continuing violation;
- b. The reinstatement of the employee to the employee's former position or an equivalent position and the reestablishment of any employee benefits and seniority rights;
- c. The payment of any lost wages, benefits, or other remuneration;
- d. The payment of reasonable attorneys' fees and costs of the action; and
- e. Other appropriate relief as considered necessary by the court.

In addition, the court may award the prevailing employee punitive damages not greater than treble damages or an assessment of a civil fine of not more than \$1,000 for a first violation of

P.L.2006, c.53 (C.34:19-9 et seq.) and not more than \$5,000 for each subsequent violation, which shall be paid to the State Treasurer for deposit in the General Fund.

C.34:19-15 Notice of employee rights.

6. An employer subject to P.L.2006, c.53 (C.34:19-9 et seq.) shall post a notice of employee rights under P.L.2006, c.53 (C.34:19-9 et seq.) in a conspicuous place reserved for employment-related notices and in a place commonly frequented by employees.

C.34:19-16 Severability.

7. The provisions of P.L.2006, c.53 (C.34:19-9 et seq.) are severable. If any provision of P.L.2006, c.53 (C.34:19-9 et seq.) or its application is held invalid, that invalidity shall not affect other provisions or applications that can be given effect without the invalid provision or application.

8. This act shall take effect on the 90th day after enactment.

Approved September 3, 2025.

ASSEMBLY, No. 4429

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED MAY 20, 2024

Sponsored by:

Assemblyman ANTHONY S. VERRELLI

District 15 (Hunterdon and Mercer)

Assemblyman WAYNE P. DEANGELO

District 14 (Mercer and Middlesex)

Assemblyman CHRISTIAN E. BARRANCO

District 25 (Morris and Passaic)

Co-Sponsored by:

Assemblymen Guardian, Calabrese, Conaway, Assemblywoman Lopez,

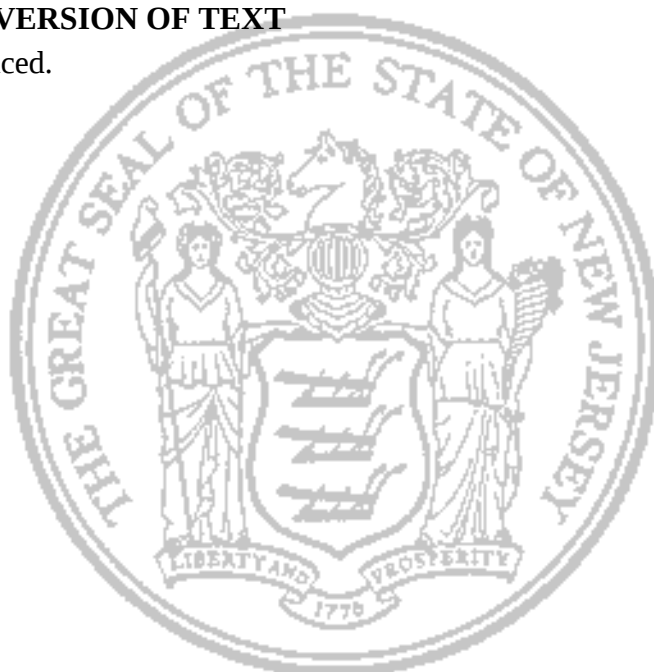
Assemblyman Miller, Assemblywoman Speight and Assemblyman Egan

SYNOPSIS

Expands prohibitions on employers concerning requirements for employees to attend or listen to communications related to political matters.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 10/24/2024)

1 AN ACT concerning prohibition of certain employer communications
2 and supplementing and amending P.L.2006, c.53.

3

4 **BE IT ENACTED** *by the Senate and General Assembly of the State*
5 *of New Jersey:*

6

7 1. (New section) The Legislature finds and declares that
8 freedom of speech is a foundational ideal that is core to this nation's
9 identity. While an employer is free to exercise a right to speech, the
10 law needs to ensure current protections of the right of the workforce
11 to perform the duties of their jobs instead of listening to an
12 employer's speech on political matters.

13

14 2. Section 1 of P.L.2006, c.53 (C.34:19-9) is amended to read as
15 follows:

16 1. For the purposes of **[this act]** P.L.2006, c.53 (C.34:19-9 et
17 seq.):

18 "Employer" means a person engaged in business who has
19 employees, including the State and any political subdivision or other
20 instrumentality of the State.

21 "Employee" means any person engaged in service to an employer
22 for wages, salary or other compensation.

23 "Political matters" **[include political party affiliation and**
24 **decisions to join or not join or participate in any lawful political,**
25 **social, or community organization or activity]** means matters which
26 relate to elections for political office; political party; legislation;
27 regulation; and the decision to join or support any political party or
28 political, civic, community, fraternal, or labor organization or
29 association.

30 (cf: P.L.2006, c.53, s.1)

31

32 3. Section 5 of P.L.2006, c.53 (C.34:19-13) is amended to read
33 as follows:

34 5. Any aggrieved employee may enforce the provisions of **[this**
35 **act]** P.L.2006, c.53 (C.34:19-9 et seq.) by means of a civil action
36 brought no later than ninety days after the date of the alleged
37 violation in **[a court of competent jurisdiction]** Superior Court. The
38 court shall award a prevailing employee all appropriate relief,
39 including any of the following which are applicable to the violation:

40 a. **[A]** Injunctive relief, including but not limited to a
41 restraining order against any continuing violation;

42 b. The reinstatement of the employee to the employee's former
43 position or an equivalent position and the reestablishment of any
44 employee benefits and seniority rights;

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is
not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1 c. The payment of any lost wages, benefits or other
2 remuneration; **[and]**

3 d. The payment of reasonable attorneys' fees and costs of the
4 action; and

5 e. Other appropriate relief as considered necessary by the court.

6 In addition, the court may award the prevailing employee punitive
7 damages not greater than treble damages, or an assessment of a civil
8 fine of not more than \$1,000 for a first violation of **[the act]**
9 P.L.2006, c.53 (C.34:19-9 et seq.) and not more than \$5,000 for each
10 subsequent violation, which shall be paid to the State Treasurer for
11 deposit in the General Fund.

12 (cf: P.L.2006, c.53, s.5)

13
14 4. (New section) An employer subject to P.L. , c. (C.)
15 (pending before the Legislature as this bill) shall post a notice of
16 employee rights under P.L. , c. (C.) (pending before the
17 Legislature as this bill) in a conspicuous place reserved for
18 employment-related notices and in a place commonly frequented by
19 employees.

20
21 5. This act shall take effect on the 90th day after enactment.
22
23

24 STATEMENT
25

26 This bill prohibits employers from requiring employees to attend
27 employer-sponsored meetings or participate in any communications
28 related to political matters with employers or their agents or
29 representatives.

30 Under current law, employers are prohibited only from requiring
31 employees to attend employee sponsored meetings or participate in
32 any communications with an employer or their agents or
33 representatives, the purpose of which is to communicate the
34 employers' opinion about religious or political matters. This bill
35 incorporates labor organizations and activities in the definition of
36 political matters.

37 Employers are required to post notice of employee rights under
38 the bill in a conspicuous place reserved for employment-related
39 notices and in a place commonly frequented by employees.

[First Reprint]

ASSEMBLY, No. 4429

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED MAY 20, 2024

Sponsored by:

Assemblyman ANTHONY S. VERRELLI

District 15 (Hunterdon and Mercer)

Assemblyman WAYNE P. DEANGELO

District 14 (Mercer and Middlesex)

Assemblyman CHRISTIAN E. BARRANCO

District 25 (Morris and Passaic)

Co-Sponsored by:

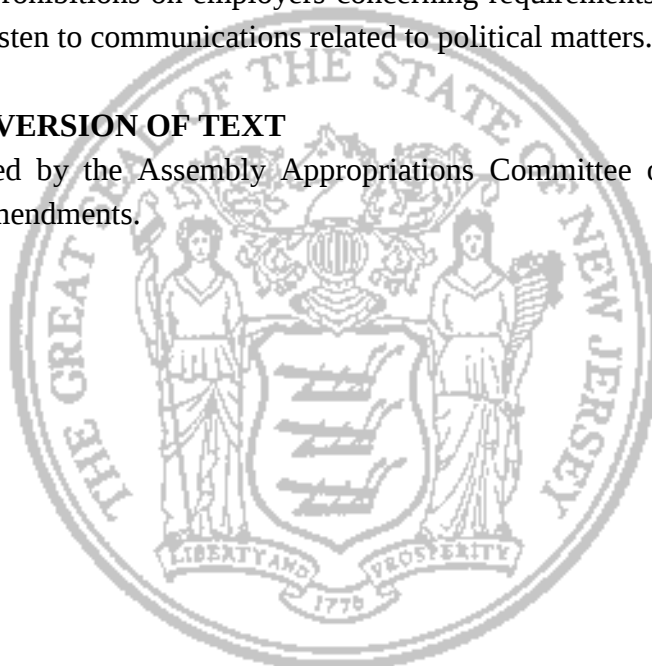
**Assemblymen Guardian, Calabrese, Conaway, Assemblywoman Lopez,
Assemblyman Miller, Assemblywoman Speight, Assemblyman Egan and
Assemblywoman Drulis**

SYNOPSIS

Expands prohibitions on employers concerning requirements for employees to attend or listen to communications related to political matters.

CURRENT VERSION OF TEXT

As reported by the Assembly Appropriations Committee on October 24, 2024, with amendments.



(Sponsorship Updated As Of: 10/28/2024)

1 AN ACT concerning prohibition of certain employer
2 communications and supplementing and amending P.L.2006,
3 c.53.

4
5 **BE IT ENACTED** *by the Senate and General Assembly of the State*
6 *of New Jersey:*

7
8 1. (New section) The Legislature finds and declares that
9 freedom of speech is a foundational ideal that is core to this nation's
10 identity. While an employer is free to exercise a right to speech, the
11 law needs to ensure current protections of the right of the workforce
12 to perform the duties of their jobs instead of listening to an
13 employer's speech on political matters.

14
15 2. Section 1 of P.L.2006, c.53 (C.34:19-9) is amended to read as
16 follows:

17 1. For the purposes of **[this act]** P.L.2006, c.53 (C.34:19-9 et
18 seq.):

19 "Employer" means a person engaged in business who has
20 employees, including the State and any political subdivision or other
21 instrumentality of the State.

22 "Employee" means any person engaged in service to an employer
23 for wages, salary or other compensation.

24 "Political matters" **[include political party affiliation and decisions**
25 **to join or not join or participate in any lawful political, social, or**
26 **community organization or activity]** means matters which relate to
27 **¹[elections for political office; political party; legislation; regulation]**
28 an electioneering communication as defined in section 3 of P.L.1973,
29 c.83 (C.19:44A-3), a proposal to change legislation, and a proposal to
30 change a regulation¹; and the ¹employee's¹ decision to join or support
31 any political party or political, civic, community, fraternal, or labor
32 organization or association.

33 (cf: P.L.2006, c.53, s.1)

34
35 ¹3. Section 2 of P.L.2006, c.53 (C.34:19-10) is amended to read
36 as follows:

37 2. No employer or employer's agent, representative or designee
38 may, except as provided in section 3 of **[this act]** P.L.2006, c.53
39 (C.34:19-11), require its employees to attend an employer-
40 sponsored meeting or participate in any communications with the
41 employer or its agents or representatives, the purpose of which is to
42 communicate the employer's opinion about religious or political
43 matters.

44 **[This act shall not be construed as prohibiting]** Nothing in
45 P.L.2006, c.53 (C.34:19-9 et seq.):

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is
not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly AAP committee amendments adopted October 24, 2024.

1 (1) prohibits an employer from permitting its employees to
2 voluntarily attend employer-sponsored meetings or providing other
3 communications to the employees, if the employer notifies the
4 employees that they may refuse to attend the meetings or accept the
5 communications without penalty;

6 (2) prohibits communications of information that the employer
7 is required by law to communicate;

8 (3) limits the rights of an employer or its agent, representative,
9 or designee from communicating to its employees any information
10 that is necessary for the employees to perform their required job
11 duties, including by requiring employees to attend a meeting or
12 participate in communications;

13 (4) prohibits an employer or its agent or representative, or
14 designee from requiring its employees to attend any training to
15 reduce or prevent unlawful workplace harassment or discrimination;

16 (5) prohibits an institution of higher education, or any agent,
17 representative, or designee of the institution, from conducting
18 mandatory meetings or participating in any communications with its
19 employees concerning any coursework, symposia, research,
20 publication, or an academic program at the institution;

21 (6) prohibits, where lawful, a candidate, candidate committee,
22 joint candidates committee, political committee, continuing political
23 committee, independent expenditure committee, political party
24 committee or legislative leadership committee, lobbyist as defined
25 in section 3 of P.L.1971, c.183 (C.52:13C-20), or a not-for-profit
26 organization that is exempt from taxation under section 501(c)(3),
27 501(c)(4), 501(c)(5), or 501(c)(6) of the Internal Revenue Code (26
28 U.S.C. 501(c)(3) to 501(c)(6)), from requiring its staff or employees
29 to attend an employer-sponsored meeting or participate in any
30 communication with the employer or the employer's agent,
31 representative or designee for the purpose of communicating
32 political matters;

33 (7) prohibits the State and any political subdivision or other
34 instrumentality of the State from requiring their employees to attend
35 an employer-sponsored meeting or participate in any
36 communication with the employer or the employer's agent,
37 representative, or designee for the purpose of communicating the
38 employer's proposals to change legislation, proposals to change
39 regulations, or proposals to change public policy; or

40 (8) prohibits a religious organization from requiring its
41 employees to attend an employer-sponsored meeting or participate
42 in any communication with the employer or the employer's agent,
43 representative or designee for the purpose of communicating the
44 employer's religious beliefs, practices, or tenets.¹

45 (cf: P.L.2006, c.53, s.2)

46
47 ¹**[3.] 4.**¹ Section 5 of P.L.2006, c.53 (C.34:19-13) is amended
48 to read as follows:

1 5. Any aggrieved employee may enforce the provisions of **【this**
2 act**】** P.L.2006, c.53 (C.34:19-9 et seq.) by means of a civil action
3 brought no later than ninety days after the date of the alleged
4 violation in **【a court of competent jurisdiction】** Superior Court.
5 The court shall award a prevailing employee all appropriate relief,
6 including any of the following which are applicable to the violation:

7 a. **【A】** Injunctive relief, including but not limited to a
8 restraining order against any continuing violation;

9 b. The reinstatement of the employee to the employee's former
10 position or an equivalent position and the reestablishment of any
11 employee benefits and seniority rights;

12 c. The payment of any lost wages, benefits or other
13 remuneration; **【and】**

14 d. The payment of reasonable attorneys' fees and costs of the
15 action; and

16 e. Other appropriate relief as considered necessary by the
17 court.

18 In addition, the court may award the prevailing employee
19 punitive damages not greater than treble damages, or an assessment
20 of a civil fine of not more than \$1,000 for a first violation of **【the**
21 act**】** P.L.2006, c.53 (C.34:19-9 et seq.) and not more than \$5,000
22 for each subsequent violation, which shall be paid to the State
23 Treasurer for deposit in the General Fund.
24 (cf: P.L.2006, c.53, s.5)
25

26 ¹**【4.】** 5.¹ (New section) An employer subject to P.L. , c.
27 (C.) (pending before the Legislature as this bill) shall post a
28 notice of employee rights under P.L. , c. (C.) (pending
29 before the Legislature as this bill) in a conspicuous place reserved
30 for employment-related notices and in a place commonly frequented
31 by employees.
32

33 ¹**【5.】** 6.¹ This act shall take effect on the 90th day after
34 enactment.

[Second Reprint]

ASSEMBLY, No. 4429

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED MAY 20, 2024

Sponsored by:

Assemblyman ANTHONY S. VERRELLI

District 15 (Hunterdon and Mercer)

Assemblyman WAYNE P. DEANGELO

District 14 (Mercer and Middlesex)

Assemblyman CHRISTIAN E. BARRANCO

District 25 (Morris and Passaic)

Senator JOSEPH A. LAGANA

District 38 (Bergen)

Senator VIN GOPAL

District 11 (Monmouth)

Co-Sponsored by:

**Assemblymen Guardian, Calabrese, Conaway, Assemblywoman Lopez,
Assemblyman Miller, Assemblywoman Speight, Assemblyman Egan,
Assemblywoman Drulis, Senators Moriarty, Tiver, Singleton, Diegnan and
Greenstein**

SYNOPSIS

Expands prohibitions on employers concerning requirements for employees to attend or listen to communications related to political matters.

CURRENT VERSION OF TEXT

As reported by the Senate Budget and Appropriations Committee on June 9, 2025, with amendments.

(Sponsorship Updated As Of: 6/30/2025)

1 AN ACT concerning prohibition of certain employer
2 communications and supplementing and amending P.L.2006,
3 c.53.

4
5 **BE IT ENACTED** *by the Senate and General Assembly of the State*
6 *of New Jersey:*

7
8 1. (New section) The Legislature finds and declares that
9 freedom of speech is a foundational ideal that is core to this nation's
10 identity. While an employer is free to exercise a right to speech, the
11 law needs to ensure current protections of the right of the workforce
12 to perform the duties of their jobs instead of listening to an
13 employer's speech on political matters.

14
15 2. Section 1 of P.L.2006, c.53 (C.34:19-9) is amended to read as
16 follows:

17 1. For the purposes of **[this act]** P.L.2006, c.53 (C.34:19-9 et
18 seq.):

19 "Employer" means a person engaged in business who has
20 employees, including the State and any political subdivision or other
21 instrumentality of the State.

22 "Employee" means any person engaged in service to an employer
23 for wages, salary or other compensation.

24 "Political matters" **[include political party affiliation and decisions**
25 **to join or not join or participate in any lawful political, social, or**
26 **community organization or activity]** means matters which relate to
27 ¹[elections for political office; political party; legislation; regulation]
28 an electioneering communication as defined in section 3 of P.L.1973,
29 c.83 (C.19:44A-3) ²[, a proposal to change legislation, and a proposal
30 to change a regulation¹];² and the ¹employee's¹ decision to join or
31 support any political party or political, civic, community, fraternal, or
32 labor organization or association.

33 (cf: P.L.2006, c.53, s.1)

34
35 ¹3. Section 2 of P.L.2006, c.53 (C.34:19-10) is amended to read as
36 follows:

37 2. ²a.² No employer or employer's agent, representative or
38 designee may, except as provided in ²subsection b. of this section or²
39 section 3 of [this act] P.L.2006, c.53 (C.34:19-11), require its
40 employees to attend an employer-sponsored meeting or participate in
41 any communications with the employer or its agents or representatives,
42 the purpose of which is to communicate the employer's opinion about
43 religious or political matters.

EXPLANATION – Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly AAP committee amendments adopted October 24, 2024.

²Senate SBA committee amendments adopted June 9, 2025.

1 **【This act shall not be construed as prohibiting】** ²b.² Nothing in
2 P.L.2006, c.53 (C.34:19-9 et seq.):

3 (1) prohibits an employer from permitting its employees to
4 voluntarily attend employer-sponsored meetings or providing other
5 communications to the employees, if the employer notifies the
6 employees that they may refuse to attend the meetings or accept the
7 communications without penalty;

8 (2) prohibits communications of information that the employer is
9 required by law to communicate;

10 (3) limits the rights of an employer or its agent, representative, or
11 designee from communicating to its employees any information that is
12 necessary for the employees to perform their required job duties,
13 including by requiring employees to attend a meeting or participate in
14 communications;

15 (4) prohibits an employer or its agent or representative, or
16 designee from requiring its employees to attend any training to reduce
17 or prevent unlawful workplace harassment or discrimination;

18 (5) prohibits an institution of higher education, or any agent,
19 representative, or designee of the institution, from conducting
20 mandatory meetings or participating in any communications with its
21 employees concerning any coursework, symposia, research,
22 publication, or an academic program at the institution;

23 (6) prohibits, where lawful, a candidate, candidate committee,
24 joint candidates committee, political committee, continuing political
25 committee, independent expenditure committee, political party
26 committee or legislative leadership committee, lobbyist as defined in
27 section 3 of P.L.1971, c.183 (C.52:13C-20), or a not-for-profit
28 organization that is exempt from taxation under section 501(c)(3),
29 501(c)(4), 501(c)(5), or 501(c)(6) of the Internal Revenue Code (26
30 U.S.C. 501(c)(3) to 501(c)(6)), from requiring its staff or employees to
31 attend an employer-sponsored meeting or participate in any
32 communication with the employer or the employer's agent,
33 representative or designee for the purpose of communicating
34 ²**【political】** electioneering² matters;

35 (7) prohibits the State and any political subdivision or other
36 instrumentality of the State from requiring their employees to attend an
37 employer-sponsored meeting or participate in any communication with
38 the employer or the employer's agent, representative, or designee for
39 the purpose of communicating the employer's proposals to change
40 legislation, proposals to change regulations, or proposals to change
41 public policy; or

42 (8) prohibits a religious organization from requiring its employees
43 to attend an employer-sponsored meeting or participate in any
44 communication with the employer or the employer's agent,
45 representative or designee for the purpose of communicating the
46 employer's religious beliefs, practices, or tenets.¹

47 (cf: P.L.2006, c.53, s.2)

1 ²4. Section 4 of P.L.2006, c.53 (C.34:19-12) is amended to read as
2 follows:

3 4. No employer or employer's agent, representative or designee
4 shall discharge, discipline or otherwise penalize or threaten to
5 discharge, discipline or otherwise penalize any employee because:

6 (1) the employee, or a person acting on behalf of the employee,
7 makes a good faith report, verbally or in writing, of a violation or
8 suspected violation of **[this act]** P.L.2006, c.53 (C.34:19-9 et seq.); or

9 (2) the employee, pursuant to subsection (1) of section 2 of
10 P.L.2006, c.53 (C.34:19-10), refused to participate in a meeting or
11 accept a communication.²

12 (cf: P.L.2006, c.53, s.4)

13

14 ¹**[3.]** ²**[4.1]** ^{5.2} Section 5 of P.L.2006, c.53 (C.34:19-13) is
15 amended to read as follows:

16 5. Any aggrieved employee may enforce the provisions of **[this**
17 **act]** P.L.2006, c.53 (C.34:19-9 et seq.) by means of a civil action
18 brought no later than ninety days after the date of the alleged
19 violation in **[a court of competent jurisdiction]** Superior Court.
20 The court shall award a prevailing employee all appropriate relief,
21 including any of the following which are applicable to the violation:

22 a. **[A]** Injunctive relief, including but not limited to a
23 restraining order against any continuing violation;

24 b. The reinstatement of the employee to the employee's former
25 position or an equivalent position and the reestablishment of any
26 employee benefits and seniority rights;

27 c. The payment of any lost wages, benefits or other
28 remuneration; **[and]**

29 d. The payment of reasonable attorneys' fees and costs of the
30 action; and

31 e. Other appropriate relief as considered necessary by the
32 court.

33 In addition, the court may award the prevailing employee
34 punitive damages not greater than treble damages, or an assessment
35 of a civil fine of not more than \$1,000 for a first violation of **[the**
36 **act]** P.L.2006, c.53 (C.34:19-9 et seq.) and not more than \$5,000
37 for each subsequent violation, which shall be paid to the State
38 Treasurer for deposit in the General Fund.

39 (cf: P.L.2006, c.53, s.5)

40

41 ¹**[4.]** ²**[5.1]** ^{6.2} (New section) An employer subject to
42 P.L. , c. (C.) (pending before the Legislature as this bill)
43 shall post a notice of employee rights under P.L. , c. (C.)
44 (pending before the Legislature as this bill) in a conspicuous place
45 reserved for employment-related notices and in a place commonly
46 frequented by employees.

1 ²7. (New section) The provisions of P.L.2006, c.53 (C.34:19-9 et
2 seq.) are severable. If any provision of P.L.2006, c.53 (C.34:19-9 et
3 seq.) or its application is held invalid, that invalidity shall not affect
4 other provisions or applications that can be given effect without the
5 invalid provision or application.²

6

7 ¹[5.] ²[6.¹] 8.² This act shall take effect on the 90th day after
8 enactment.

ASSEMBLY LABOR COMMITTEE

STATEMENT TO

ASSEMBLY, No. 4429

STATE OF NEW JERSEY

DATED: JUNE 6, 2024

The Assembly Labor Committee reports favorably Assembly Bill No. 4429.

This bill prohibits employers from requiring employees to attend employer-sponsored meetings or participate in any communications related to political matters with employers or their agents or representatives.

Under current law, employers are prohibited only from requiring employees to attend employee sponsored meetings or participate in any communications with an employer or their agents or representatives, the purpose of which is to communicate the employers' opinion about religious or political matters. This bill incorporates labor organizations and activities in the definition of political matters.

Employers are required to post notice of employee rights under the bill in a conspicuous place reserved for employment-related notices and in a place commonly frequented by employees.

ASSEMBLY APPROPRIATIONS COMMITTEE

STATEMENT TO

ASSEMBLY, No. 4429

with committee amendments

STATE OF NEW JERSEY

DATED: OCTOBER 24, 2024

The Assembly Appropriations Committee reports favorably and with committee amendments Assembly Bill No. 4429.

As amended, this bill prohibits employers from requiring employees to attend employer-sponsored meetings or participate in any communications related to political matters with employers or their agents or representatives.

Under current law, employers are prohibited only from requiring employees to attend employee sponsored meetings or participate in any communications with an employer or their agents or representatives, the purpose of which is to communicate the employers' opinion about religious or political matters. As amended, this bill defines political matters to mean matters which relate to an electioneering communication, a proposal to change legislation, and a proposal to change a regulation; and the employee's decision to join or support any political party or political, civic, community, fraternal, or labor organization or association.

Current law provides that employers are not prohibited from permitting employees to voluntarily attend employer-sponsored meetings or providing other communications to the employees, if the employer notifies the employees that they may refuse to attend the meetings or accept the communications without penalty. As amended, in addition to that provision, the bill provides that it does not:

(1) prohibit communications of information that the employer is required by law to communicate;

(2) limit the rights of an employer or its agent, representative, or designee from communicating to its employees any information that is necessary for the employees to perform their required job duties, including by requiring employees to attend a meeting or participate in communications;

(3) prohibit an employer or its agent or representative, or designee from requiring its employees to attend any training to reduce or prevent unlawful workplace harassment or discrimination;

(4) prohibit an institution of higher education, or any agent, representative, or designee of the institution, from conducting mandatory meetings or participating in any communications with its

employees concerning any coursework, symposia, research, publication, or an academic program at the institution;

(5) prohibit, where lawful, a candidate, candidate committee, joint candidates committee, political committee, continuing political committee, independent expenditure committee, political party committee or legislative leadership committee, lobbyist as defined in section 3 of P.L.1971, c.183 (C.52:13C-20), or a not-for-profit organization that is exempt from taxation under section 501(c)(3), 501(c)(4), 501(c)(5), or 501(c)(6) of the Internal Revenue Code (26 U.S.C. 501(c)(3) to 501(c)(6)), from requiring its staff or employees to attend an employer-sponsored meeting or participate in any communication with the employer or the employer's agent, representative or designee for the purpose of communicating political matters;

(6) prohibit the State and any political subdivision or other instrumentality of the State from requiring their employees to attend an employer-sponsored meeting or participate in any communication with the employer or the employer's agent, representative, or designee for the purpose of communicating the employer's proposals to change legislation, proposals to change regulations, or proposals to change public policy; or

(7) prohibit a religious organization from requiring its employees to attend an employer-sponsored meeting or participate in any communication with the employer or the employer's agent, representative or designee for the purpose of communicating the employer's religious beliefs, practices, or tenets.

Employers are required to post notice of employee rights under the bill in a conspicuous place reserved for employment-related notices and in a place commonly frequented by employees.

COMMITTEE AMENDMENTS:

The committee amended the bill to:

(1) define political matters to mean matters which relate to an electioneering communication, a proposal to change legislation, and a proposal to change a regulation; and the employee's decision to join or support any political party or political, civic, community, fraternal, or labor organization or association; and

(2) provide several additional exemptions to prohibitions under the bill.

FISCAL IMPACT:

This bill is not certified as requiring a fiscal note.

SENATE BUDGET AND APPROPRIATIONS COMMITTEE

STATEMENT TO

[First Reprint]

ASSEMBLY, No. 4429

with committee amendments

STATE OF NEW JERSEY

DATED: JUNE 9, 2025

The Senate Budget and Appropriations Committee reports favorably and with committee amendments Assembly Bill No. 4429 (1R).

As amended and reported, this bill prohibits employers from requiring employees to attend employer-sponsored meetings or participate in any communications related to political matters with employers or their agents or representatives.

Under current law, employers are prohibited only from requiring employees to attend employee sponsored meetings or participate in any communications with an employer or their agents or representatives, the purpose of which is to communicate the employers' opinion about religious or political matters. As amended, this bill defines political matters to mean matters which relate to an electioneering communication and the employee's decision to join or support any political party or political, civic, community, fraternal, or labor organization or association.

Current law provides that employers are not prohibited from permitting employees to voluntarily attend employer-sponsored meetings or providing other communications to the employees, if the employer notifies the employees that they may refuse to attend the meetings or accept the communications without penalty. As amended, in addition to that provision, the bill provides that it does not:

(1) prohibit communications of information that the employer is required by law to communicate;

(2) limit the rights of an employer or its agent, representative, or designee from communicating to its employees any information that is necessary for the employees to perform their required job duties, including by requiring employees to attend a meeting or participate in communications;

(3) prohibit an employer or its agent or representative, or designee from requiring its employees to attend any training to reduce or prevent unlawful workplace harassment or discrimination;

(4) prohibit an institution of higher education, or any agent, representative, or designee of the institution, from conducting mandatory meetings or participating in any communications with its

employees concerning any coursework, symposia, research, publication, or an academic program at the institution;

(5) prohibit, where lawful, a candidate, candidate committee, joint candidates committee, political committee, continuing political committee, independent expenditure committee, political party committee or legislative leadership committee, lobbyist as defined in section 3 of P.L.1971, c.183 (C.52:13C-20), or a not-for-profit organization that is exempt from taxation under section 501(c)(3), 501(c)(4), 501(c)(5), or 501(c)(6) of the Internal Revenue Code (26 U.S.C. 501(c)(3) to 501(c)(6)), from requiring its staff or employees to attend an employer-sponsored meeting or participate in any communication with the employer or the employer's agent, representative or designee for the purpose of communicating electioneering matters;

(6) prohibit the State and any political subdivision or other instrumentality of the State from requiring their employees to attend an employer-sponsored meeting or participate in any communication with the employer or the employer's agent, representative, or designee for the purpose of communicating the employer's proposals to change legislation, proposals to change regulations, or proposals to change public policy; or

(7) prohibit a religious organization from requiring its employees to attend an employer-sponsored meeting or participate in any communication with the employer or the employer's agent, representative or designee for the purpose of communicating the employer's religious beliefs, practices, or tenets.

Employers are required to post notice of employee rights under the bill in a conspicuous place reserved for employment-related notices and in a place commonly frequented by employees.

As amended and reported by the committee, Assembly Bill No. 4429 (1R) is identical to Senate Bill No. 3302, which was also amended and reported by the committee on this date.

COMMITTEE AMENDMENTS:

The committee amended the bill to:

(1) define political matters to mean matters which relate to an electioneering communication and the employee's decision to join or support any political party or political, civic, community, fraternal, or labor organization or association;

(2) clarify that the exemption concerning employer-sponsored meetings or communications with staff by certain political entities and not-for-profit organizations applies to the communication of electioneering matters;

(3) clarify that several additional exemptions are an exception to prohibitions under the bill;

(4) provide that retaliation is prohibited against an employee who refuses to participate in a meeting or accept a communication pursuant to the bill;

(5) include a severability clause, ensuring that if any provision of the act is found to be invalid, the remainder of the bill will remain in effect; and

(6) make technical changes.

FISCAL IMPACT:

This bill is not certified as requiring a fiscal note.

SENATE, No. 3302

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED MAY 20, 2024

Sponsored by:

Senator JOSEPH A. LAGANA

District 38 (Bergen)

Senator VIN GOPAL

District 11 (Monmouth)

Co-Sponsored by:

Senators Moriarty, Tiver, Singleton and Diegnan

SYNOPSIS

Expands prohibitions on employers concerning requirements for employees to attend or listen to communications related to political matters.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 6/9/2025)

1 AN ACT concerning prohibition of certain employer communications
2 and supplementing and amending P.L.2006, c.53.

3

4 **BE IT ENACTED** *by the Senate and General Assembly of the State*
5 *of New Jersey:*

6

7 1. (New section) The Legislature finds and declares that
8 freedom of speech is a foundational ideal that is core to this nation's
9 identity. While an employer is free to exercise a right to speech, the
10 law needs to ensure current protections of the right of the workforce
11 to perform the duties of their jobs instead of listening to an
12 employer's speech on political matters.

13

14 2. Section 1 of P.L.2006, c.53 (C.34:19-9) is amended to read as
15 follows:

16 1. For the purposes of **【this act】** P.L.2006, c.53 (C.34:19-9 et
17 seq.):

18 "Employer" means a person engaged in business who has
19 employees, including the State and any political subdivision or other
20 instrumentality of the State.

21 "Employee" means any person engaged in service to an employer
22 for wages, salary or other compensation.

23 "Political matters" **【include political party affiliation and**
24 **decisions to join or not join or participate in any lawful political,**
25 **social, or community organization or activity】** means matters which
26 relate to elections for political office; political party; legislation;
27 regulation; and the decision to join or support any political party or
28 political, civic, community, fraternal, or labor organization or
29 association.

30 (cf: P.L.2006, c.53, s.1)

31

32 3. Section 5 of P.L.2006, c.53 (C.34:19-13) is amended to read
33 as follows:

34 5. Any aggrieved employee may enforce the provisions of **【this**
35 **act】** P.L.2006, c.53 (C.34:19-9 et seq.) by means of a civil action
36 brought no later than ninety days after the date of the alleged
37 violation in **【a court of competent jurisdiction】** Superior Court. The
38 court shall award a prevailing employee all appropriate relief,
39 including any of the following which are applicable to the violation:

40 a. **【A】** Injunctive relief, including but not limited to a
41 restraining order against any continuing violation;

42 b. The reinstatement of the employee to the employee's former
43 position or an equivalent position and the reestablishment of any
44 employee benefits and seniority rights;

EXPLANATION – Matter enclosed in bold-faced brackets **【thus】 in the above bill is not enacted and is intended to be omitted in the law.**

Matter underlined thus is new matter.

1 c. The payment of any lost wages, benefits or other
2 remuneration; **and**

3 d. The payment of reasonable attorneys' fees and costs of the
4 action; and

5 e. Other appropriate relief as considered necessary by the court.

6 In addition, the court may award the prevailing employee punitive
7 damages not greater than treble damages, or an assessment of a civil
8 fine of not more than \$1,000 for a first violation of **the act**
9 P.L.2006, c.53 (C.34:19-9 et seq.) and not more than \$5,000 for each
10 subsequent violation, which shall be paid to the State Treasurer for
11 deposit in the General Fund.

12 (cf: P.L.2006, c.53, s.5)

13
14 4. (New section) An employer subject to P.L. , c. (C.)
15 (pending before the Legislature as this bill) shall post a notice of
16 employee rights under P.L. , c. (C.) (pending before the
17 Legislature as this bill) in a conspicuous place reserved for
18 employment-related notices and in a place commonly frequented by
19 employees.

20
21 5. This act shall take effect on the 90th day after enactment.

22
23
24 STATEMENT

25
26 This bill prohibits employers from requiring employees to attend
27 employer-sponsored meetings or participate in any communications
28 related to political matters with employers or their agents or
29 representatives.

30 Under current law, employers are prohibited only from requiring
31 employees to attend employee sponsored meetings or participate in
32 any communications with an employer or their agents or
33 representatives, the purpose of which is to communicate the
34 employers' opinion about religious or political matters. This bill
35 incorporates labor organizations and activities in the definition of
36 political matters.

37 Employers are required to post notice of employee rights under
38 the bill in a conspicuous place reserved for employment-related
39 notices and in a place commonly frequented by employees.

[First Reprint]

SENATE, No. 3302

STATE OF NEW JERSEY
221st LEGISLATURE

INTRODUCED MAY 20, 2024

Sponsored by:

Senator JOSEPH A. LAGANA

District 38 (Bergen)

Senator VIN GOPAL

District 11 (Monmouth)

Co-Sponsored by:

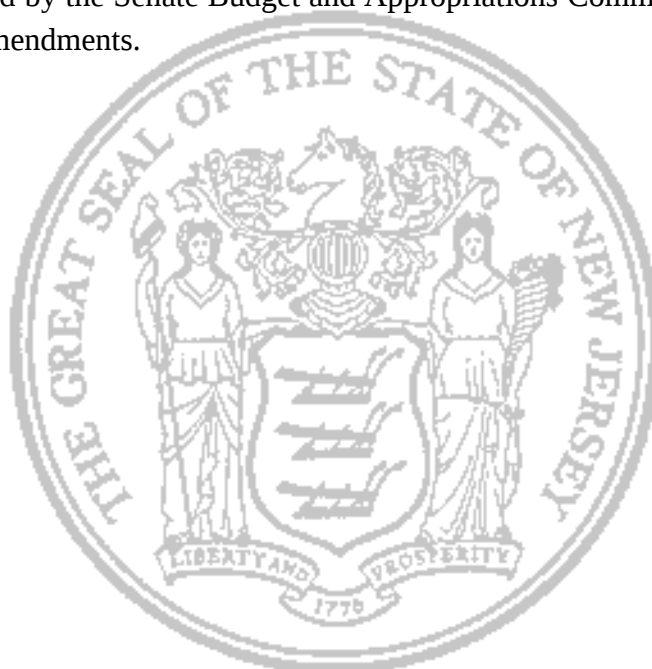
Senators Moriarty, Tiver, Singleton, Diegnan and Greenstein

SYNOPSIS

Expands prohibitions on employers concerning requirements for employees to attend or listen to communications related to political matters.

CURRENT VERSION OF TEXT

As reported by the Senate Budget and Appropriations Committee on June 9, 2025, with amendments.



(Sponsorship Updated As Of: 6/30/2025)

1 AN ACT concerning prohibition of certain employer
 2 communications and supplementing and amending P.L.2006,
 3 c.53.

4
 5 **BE IT ENACTED** *by the Senate and General Assembly of the State*
 6 *of New Jersey:*

7
 8 1. (New section) The Legislature finds and declares that
 9 freedom of speech is a foundational ideal that is core to this nation's
 10 identity. While an employer is free to exercise a right to speech, the
 11 law needs to ensure current protections of the right of the workforce
 12 to perform the duties of their jobs instead of listening to an
 13 employer's speech on political matters.

14
 15 2. Section 1 of P.L.2006, c.53 (C.34:19-9) is amended to read
 16 as follows:

17 1. For the purposes of **【this act】** P.L.2006, c.53 (C.34:19-9 et
 18 seq.):

19 "Employer" means a person engaged in business who has
 20 employees, including the State and any political subdivision or
 21 other instrumentality of the State.

22 "Employee" means any person engaged in service to an employer
 23 for wages, salary or other compensation.

24 "Political matters" **【include political party affiliation and**
 25 **decisions to join or not join or participate in any lawful political,**
 26 **social, or community organization or activity】** means matters which
 27 relate to '【elections for political office; political party; legislation;
 28 regulation;】 an electioneering communication as defined in section 3
 29 of P.L.1973, c.83 (C.19:44A-3)¹ and the 'employee's' decision to
 30 join or support any political party or political, civic, community,
 31 fraternal, or labor organization or association.

32 (cf: P.L.2006, c.53, s.1)

33
 34 ¹3. Section 2 of P.L.2006, c.53 (C.34:19-10) is amended to read as
 35 follows:

36 2. a. No employer or employer's agent, representative or designee
 37 may, except as provided in subsection b. of this section or section 3 of
 38 **【this act】** P.L.2006, c.53 (C.34:19-11), require its employees to attend
 39 an employer-sponsored meeting or participate in any communications
 40 with the employer or its agents or representatives, the purpose of
 41 which is to communicate the employer's opinion about religious or
 42 political matters.

43 **【This act shall not be construed as prohibiting】** b. Nothing in
 44 P.L.2006, c.53 (C.34:19-9 et seq.):

EXPLANATION – Matter enclosed in bold-faced brackets **【thus】** in the above bill is
 not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Senate SBA committee amendments adopted June 9, 2025.

1 (1) prohibits an employer from permitting its employees to
2 voluntarily attend employer-sponsored meetings or providing other
3 communications to the employees, if the employer notifies the
4 employees that they may refuse to attend the meetings or accept the
5 communications without penalty;

6 (2) prohibits communications of information that the employer is
7 required by law to communicate;

8 (3) limits the rights of an employer or its agent, representative, or
9 designee from communicating to its employees any information that is
10 necessary for the employees to perform their required job duties,
11 including by requiring employees to attend a meeting or participate in
12 communications;

13 (4) prohibits an employer or its agent or representative, or designee
14 from requiring its employees to attend any training to reduce or
15 prevent unlawful workplace harassment or discrimination;

16 (5) prohibits an institution of higher education, or any agent,
17 representative, or designee of the institution, from conducting
18 mandatory meetings or participating in any communications with its
19 employees concerning any coursework, symposia, research,
20 publication, or an academic program at the institution;

21 (6) prohibits, where lawful, a candidate, candidate committee, joint
22 candidates committee, political committee, continuing political
23 committee, independent expenditure committee, political party
24 committee or legislative leadership committee, lobbyist as defined in
25 section 3 of P.L.1971, c.183 (C.52:13C-20), or a not-for-profit
26 organization that is exempt from taxation under section 501(c)(3),
27 501(c)(4), 501(c)(5), or 501(c)(6) of the Internal Revenue Code (26
28 U.S.C. 501(c)(3) to 501(c)(6)), from requiring its staff or employees to
29 attend an employer-sponsored meeting or participate in any
30 communication with the employer or the employer's agent,
31 representative or designee for the purpose of communicating
32 electioneering matters;

33 (7) prohibits the State and any political subdivision or other
34 instrumentality of the State from requiring their employees to attend an
35 employer-sponsored meeting or participate in any communication with
36 the employer or the employer's agent, representative, or designee for
37 the purpose of communicating the employer's proposals to change
38 legislation, proposals to change regulations, or proposals to change
39 public policy; or

40 (8) prohibits a religious organization from requiring its employees
41 to attend an employer-sponsored meeting or participate in any
42 communication with the employer or the employer's agent,
43 representative or designee for the purpose of communicating the
44 employer's religious beliefs, practices, or tenets.¹

45 (cf: P.L.2006, c.53, s.2)

1 ¹4. Section 4 of P.L.2006, c.53 (C.34:19-12) is amended to read as
2 follows:

3 4. No employer or employer's agent, representative or designee
4 shall discharge, discipline or otherwise penalize or threaten to
5 discharge, discipline or otherwise penalize any employee because:

6 (1) the employee, or a person acting on behalf of the employee,
7 makes a good faith report, verbally or in writing, of a violation or
8 suspected violation of **[this act]** P.L.2006, c.53 (C.34:19-9 et seq.); or

9 (2) the employee, pursuant to subsection (1) of section 2 of
10 P.L.2006, c.53 (C.34:19-10), refused to participate in a meeting or
11 accept a communication.¹

12 (cf: P.L.2006, c.53, s.4)

13

14 ¹**[3.] 5.**¹ Section 5 of P.L.2006, c.53 (C.34:19-13) is amended
15 to read as follows:

16 5. Any aggrieved employee may enforce the provisions of **[this**
17 **act]** P.L.2006, c.53 (C.34:19-9 et seq.) by means of a civil action
18 brought no later than ninety days after the date of the alleged
19 violation in **[a court of competent jurisdiction]** Superior Court.
20 The court shall award a prevailing employee all appropriate relief,
21 including any of the following which are applicable to the violation:

22 a. **[A]** Injunctive relief, including but not limited to a
23 restraining order against any continuing violation;

24 b. The reinstatement of the employee to the employee's former
25 position or an equivalent position and the reestablishment of any
26 employee benefits and seniority rights;

27 c. The payment of any lost wages, benefits or other
28 remuneration; **[and]**

29 d. The payment of reasonable attorneys' fees and costs of the
30 action; and

31 e. Other appropriate relief as considered necessary by the
32 court.

33 In addition, the court may award the prevailing employee
34 punitive damages not greater than treble damages, or an assessment
35 of a civil fine of not more than \$1,000 for a first violation of **[the**
36 **act]** P.L.2006, c.53 (C.34:19-9 et seq.) and not more than \$5,000
37 for each subsequent violation, which shall be paid to the State
38 Treasurer for deposit in the General Fund.

39 (cf: P.L.2006, c.53, s.5)

40

41 ¹**[4.] 6.**¹ (New section) An employer subject to
42 P.L. , c. (C.) (pending before the Legislature as this bill)
43 shall post a notice of employee rights under P.L. , c. (C.)
44 (pending before the Legislature as this bill) in a conspicuous place
45 reserved for employment-related notices and in a place commonly
46 frequented by employees.

1 ¹7. (New section) The provisions of P.L.2006, c.53 (C.34:19-9 et
2 seq.) are severable. If any provision of P.L.2006, c.53 (C.34:19-9 et
3 seq.) or its application is held invalid, that invalidity shall not affect
4 other provisions or applications that can be given effect without the
5 invalid provision or application.¹

6

7 ¹**[5.] 8.**¹ This act shall take effect on the 90th day after
8 enactment.

SENATE LABOR COMMITTEE

STATEMENT TO

SENATE, No. 3302

STATE OF NEW JERSEY

DATED: JUNE 4, 2024

The Senate Labor Committee reports favorably Senate Bill No. 3302.

Under current law, employers are prohibited only from requiring employees to attend employee sponsored meetings or participate in any communications with an employer or their agents or representatives, the purpose of which is to communicate the employers' opinion about religious or political matters. This bill incorporates labor organizations and activities in the definition of political matters.

The bill also specifies that the venue for civil actions to enforce the provisions of the law is Superior Court and indicates that the injunctive relief available to the court as a remedy for violations of the law is not limited to restraining orders.

Employers are required to post notice of employee rights under the bill in a conspicuous place reserved for employment-related notices and in a place commonly frequented by employees.

SENATE BUDGET AND APPROPRIATIONS COMMITTEE

STATEMENT TO

SENATE, No. 3302

with committee amendments

STATE OF NEW JERSEY

DATED: JUNE 9, 2025

The Senate Budget and Appropriations Committee reports favorably and with committee amendments Senate Bill No. 3302.

As amended and reported, this bill prohibits employers from requiring employees to attend employer-sponsored meetings or participate in any communications related to political matters with employers or their agents or representatives.

Under current law, employers are prohibited only from requiring employees to attend employee sponsored meetings or participate in any communications with an employer or their agents or representatives, the purpose of which is to communicate the employers' opinion about religious or political matters. As amended, this bill defines political matters to mean matters which relate to an electioneering communication and the employee's decision to join or support any political party or political, civic, community, fraternal, or labor organization or association.

Current law provides that employers are not prohibited from permitting employees to voluntarily attend employer-sponsored meetings or providing other communications to the employees, if the employer notifies the employees that they may refuse to attend the meetings or accept the communications without penalty. As amended, in addition to that provision, the bill provides that it does not:

(1) prohibit communications of information that the employer is required by law to communicate;

(2) limit the rights of an employer or its agent, representative, or designee from communicating to its employees any information that is necessary for the employees to perform their required job duties, including by requiring employees to attend a meeting or participate in communications;

(3) prohibit an employer or its agent or representative, or designee from requiring its employees to attend any training to reduce or prevent unlawful workplace harassment or discrimination;

(4) prohibit an institution of higher education, or any agent, representative, or designee of the institution, from conducting mandatory meetings or participating in any communications with its employees concerning any coursework, symposia, research, publication, or an academic program at the institution;

(5) prohibit, where lawful, a candidate, candidate committee, joint candidates committee, political committee, continuing political committee, independent expenditure committee, political party committee or legislative leadership committee, lobbyist as defined in section 3 of P.L.1971, c.183 (C.52:13C-20), or a not-for-profit organization that is exempt from taxation under section 501(c)(3), 501(c)(4), 501(c)(5), or 501(c)(6) of the Internal Revenue Code (26 U.S.C. 501(c)(3) to 501(c)(6)), from requiring its staff or employees to attend an employer-sponsored meeting or participate in any communication with the employer or the employer's agent, representative or designee for the purpose of communicating electioneering matters;

(6) prohibit the State and any political subdivision or other instrumentality of the State from requiring their employees to attend an employer-sponsored meeting or participate in any communication with the employer or the employer's agent, representative, or designee for the purpose of communicating the employer's proposals to change legislation, proposals to change regulations, or proposals to change public policy; or

(7) prohibit a religious organization from requiring its employees to attend an employer-sponsored meeting or participate in any communication with the employer or the employer's agent, representative or designee for the purpose of communicating the employer's religious beliefs, practices, or tenets.

Employers are required to post notice of employee rights under the bill in a conspicuous place reserved for employment-related notices and in a place commonly frequented by employees.

As amended and reported by the committee, Senate Bill No. 3302 is identical to Assembly Bill No. 4429 (1R), which was also amended and reported by the committee on this date.

COMMITTEE AMENDMENTS:

The committee amended the bill to:

(1) define political matters to mean matters which relate to an electioneering communication and the employee's decision to join or support any political party or political, civic, community, fraternal, or labor organization or association;

(2) clarify that the exemption concerning employer-sponsored meetings or communications with staff by certain political entities and not-for-profit organizations applies to the communication of electioneering matters;

(3) provide and clarify that several additional exemptions are an exception to prohibitions under the bill;

(4) provide that retaliation is prohibited against an employee who refuses to participate in a meeting or accept a communication pursuant to the bill;

(5) include a severability clause, ensuring that if any provision of the act is found to be invalid, the remainder of the bill will remain in effect; and

(6) make technical changes.

FISCAL IMPACT:

This bill is not certified as requiring a fiscal note.

Posted on: September 3, 2025

Verrelli's "Captive Audience Bill" Signed Into Law

Legislation strengthens worker rights and protects employees from intimidation

(TRENTON) — Legislation sponsored by Assemblymen **Anthony Verrelli** and **Wayne P. DeAngelo** was signed into law today by Governor Phil Murphy. Bill **A4429**, commonly referred to as the "Captive Audience Bill," will expand protections for workers by prohibiting employers from requiring employees to attend meetings or communications related to political matters, including union organizing.



"This bill is about protecting workers' rights and making sure every person is treated with respect and dignity in the workplace," **said Assemblyman Verrelli (D-Hunterdon, Mercer), Chair of the Assembly Labor Committee.** "Whether it's how they're going to vote in an election or if they want to join or participate in a union, they must be allowed the freedom to make their own decisions, free from intimidation. That's what this legislation is all about, giving workers the confidence that their voices truly matter."

Historically, "captive audience" meetings have been used to pressure employees during work hours into hearing employer views on labor organizing and other political issues, leaving workers with little choice but to listen or face disciplinary action.

"I was proud to sponsor this legislation because every New Jersey worker should be free to exercise their rights and every employer should respect those rights," **said Assemblyman DeAngelo (D-Mercer, Middlesex).** "At the end of the day, these protections will make our workplaces stronger and our communities more secure, because when workers thrive, so do their families and the neighborhoods they call home."

In addition to prohibiting employers from forcing workers to attend such meetings, employers will also be required post notices in the workplace to inform employees of their rights.