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FLOOR AMENDMENT STATEMENT: No

LEGISLATIVE FISCAL ESTIMATE: No

VETO MESSAGE: No

GOVERNOR'S PRESS RELEASE ON SIGNING: Yes

FOLLOWING WERE PRINTED:

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REPORTS: No

HEARINGS: No

NEWSPAPER ARTICLES: Yes

Amira Sweilem, 'Gov't documents to be translated into 7 languages', *Star-Ledger, The*, 14 Jan 2024

CL/MM

Title 52.
Chapter 14.
Article 10. (New)
Government
Documents -
Non-English
Translation
§§1-8
C.52:14-40
to 52:14-47

P.L. 2023, CHAPTER 263, *approved January 12, 2024*
Senate, No. 2459 (*Second Reprint*)

1 AN ACT concerning the requirement for State government entities
2 to provide for the translation of certain documents and services
3 in languages other than English and supplementing chapter 14 of
4 Title 52 of the Revised Statutes.

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

8
9 ²1. The Legislature finds and declares:

10 a. Census figures show that one in four New Jersey households
11 speak a language other than English at home.

12 b. Nearly a third of New Jerseyans age five and older speak a
13 language other than English, according to the 2020 U.S. Census
14 American Community Survey, and of those 2.6 million people, more
15 than 38 percent speak English “less than very well.”

16 c. Hawaii, California, and New York all require state documents to
17 be translated into the states’ 10 most frequently spoken languages.
18 Under federal law, if an individual is seeking services from a
19 government agency or an organization funded by the U.S. government,
20 they must be provided with assistance in their language. While
21 agencies impacted by the federal requirement are not required to
22 submit language access plans, the U.S. Department of Justice strongly
23 suggests doing so.

24 d. The State’s FY 2024 budget includes \$500,000 in language
25 access funding for State agencies to implement this bill.²

26
27 ²**[1.]** 2. a.² Notwithstanding the provisions of any other law,
28 rule, or regulation to the contrary, each State government entity in
29 the Executive Branch that provides direct services to the public
30 shall translate vital documents and information, including public

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 March 6, 2023.

²Assembly ASL committee amendments adopted January 4, 2024.

1 documents such as forms and instructions provided to or completed
2 by program beneficiaries or participants, pursuant to the provisions
3 of this act, P.L. , c. (C.) (pending before the Legislature as this
4 bill). The translations of vital documents and information shall be
5 in ²at least² the ²[15] seven² most common non-English languages
6 spoken by individuals with limited-English proficiency in this State,
7 based on United States Census Bureau ¹American Community
8 Survey¹ data, and shall be relevant to services offered by each State
9 government entity. ²[¹The Department of State shall update the list
10 of 15 languages every year or every five years, upon the release of
11 the American Community Survey data.¹]² The translations required
12 under this section shall be implemented on a rolling basis and shall
13 be completed no later than ¹[365 days] ²[one year¹] 12 months²
14 after the effective date of this act for the ¹[10] five¹ most common
15 languages, ¹[and]¹ ²and² not later than ¹[730 days] ²[two years¹]
16 23 months² after the effective date of this act for the ¹[additional 5]
17 ²[next five¹] additional two² most common languages ²[¹, and not
18 later than three years after the effective date of this act for the
19 remaining five most common languages¹, except that applications,
20 notices of rights, or privacy protections shall be translated
21 immediately. If an application or form has not been translated as
22 required by the provisions of this act, the State government entity or
23 contractor shall provide oral translation of the application or form
24 and a certification by the limited-English proficient individual
25 indicating that the application or form was translated and completed
26 by an interpreter. The State government entity shall make all
27 reasonable efforts to provide language assistance services in person
28 by bilingual personnel] and any other languages deemed necessary
29 by the State government entity based on the populations served by the
30 entity, except that any documents related to a public health emergency
31 or state of emergency declared by the Governor after the effective date
32 of this act shall be translated immediately².

33 ²b.² As used in this act:

34 “Cultural competence” means and includes the understanding
35 that different populations and communities are impacted differently
36 by historical bias, racism, and other forms of discrimination and
37 stigmatization. Cultural competence also includes self-awareness
38 of how one’s own needs, values, practices, and verbal and
39 nonverbal communication styles may impact others.

40 “Interpretation” means the oral translation of information from
41 one language into another.

42 “Limited English Proficiency” means that a person speaks, reads,
43 writes, or understands the English language less than “very well,” in
44 accordance with Census Bureau data, and as self-reported by that
45 person to the State government entity.

46 “State government entity” means any State department or agency
47 in the Executive Branch and any commission, board, bureau,

1 division, office, or instrumentality thereof providing direct services
2 to the public.

3 “Translation” means the conversion of written words from one
4 language to another in a manner that conveys the intent and
5 essential meaning of the original text and communication.
6 “Translation” does not mean the use of automatic electronic
7 translation services. ¹“Translation” may include professional
8 translation software, provided the State government entity conducts
9 a quality control to ensure that the software has correctly translated
10 the documents.

11 “Vital documents” means documents that affect ²or provide
12 legal information about² access to, retention of, termination of, or
13 exclusion from program services or benefits; which are required by
14 law; or which explain legal rights. “Vital documents” include, but
15 are not limited to: applications; consent forms; complaint forms;
16 intake forms; letters or notices pertaining to eligibility for services
17 or benefits; and letters or notices pertaining to rights or to the
18 reduction, denial, or termination of services or benefits or that
19 require a response from the person who has limited English
20 proficiency.¹ ²“Vital documents” shall not include vital records or
21 certified copies thereof, such as birth certificates, death certificates,
22 or marriage licenses, or government-issued forms of identification,
23 such as driver’s licenses or non-driver identification cards; or
24 newsletters, data reports, and releases when such newsletters, data
25 reports, and releases are unrelated to program services or benefits.²
26

27 ²**[2.]** ^{3.}² Each State government entity in the Executive Branch
28 ²that provides direct services to the public² shall ², within 12 months
29 of the effective date of P.L. , c. (C.) (pending before the
30 Legislature as this bill),² provide interpretation services between the
31 entity and an individual in that person’s primary language with
32 respect to the provision of services or benefits ²as provided in its
33 language access plan adopted pursuant to section 4 of P.L. , c. (C.)
34 (pending before the Legislature as this bill)² . ¹Each State
35 government entity shall have the option to provide interpretation
36 services in the manner specified in the entity’s language access
37 plan, which may include in person by a qualified interpreter,
38 interpretation by phone, or video interpretation services.¹

39 Each State government entity shall prepare an informational
40 poster for use and display at each service location in an area that is
41 highly visible ¹**[to the]**¹ to the public seeking services or benefits.
42 The poster shall describe the language interpretation and translation
43 services available and a person’s right to receive those services
44 under this act, P.L. , c. (C.) (pending before the Legislature as
45 this bill). The poster shall include the same information in, at a
46 minimum, the ²**[15]** seven² most common non-English languages
47 spoken by individuals with limited-English proficiency in this State.

1 ²~~3.~~ ^{4.}² a. Each State government entity in the Executive
2 Branch ²that provides direct services to the public, in consultation
3 with the Department of Human Services, Department of Law and
4 Public Safety, and Office of Information Technology,² shall ²develop
5 and² publish a language access plan that shall reflect how the entity
6 will comply with the provisions of this act, P.L. , c. (C.)
7 (pending before the Legislature as this bill), and document all
8 progress since it last submitted a language access plan. The State
9 government entity shall issue the language access plan required by
10 this section within ¹~~90~~ ²~~180~~¹ days] one year² of the effective
11 date of this act, and shall update and publish the plan every ²~~two~~
12 ~~three~~² years thereafter. ¹The State government entity shall also post
13 the language access plan on the entity's website.¹ The State
14 government entity shall consult with community or stakeholder
15 entities representing limited-English proficient populations in
16 drafting and updating the plan.

17 b. Each language access plan shall set forth, at a minimum:

18 (1) when and by what means the government entity will provide
19 or is already providing language assistance services;

20 (2) ¹~~a description of the limited-English proficient population~~
21 ~~in each geographic service area of the government entity, the~~
22 ~~number of limited-English proficient individuals who speak any~~
23 ~~language even if that language is not among the 15 most common~~
24 ~~non-English languages]~~ how the government entity intends to keep
25 track of the limited-English proficient population requesting
26 interpretation and translation services¹, and how the government
27 entity determines the need for language assistance services for the
28 limited-English proficient population;

29 (3) ¹a report on the frequency of requests for language
30 assistance services, how the requests were met, whether language
31 assistance services were requested in languages other than the
32 required ²~~15~~ ~~seven~~², and¹ how the government entity intends to
33 notify the limited-English proficient populations of the available
34 language assistance services;

35 (4) how the government entity documents the actual provision
36 of language assistance services to individuals with limited-English
37 proficiency;

38 (5) ¹~~the number of public contact positions in the government~~
39 ~~entity, and the qualified bilingual or multi-lingual employees in~~
40 ~~public contact positions, including the languages they speak;~~

41 (6)]¹ a training plan for government entity employees who will
42 be involved in the implementation of this act which includes, at
43 minimum, annual training on the language access policies of the
44 government entity, how to provide language assistance services, and
45 follow any applicable State and federal confidentially protocols;

1 ¹[(7)] (6)¹ a plan for how the agency will ensure the provision
2 of language assistance services of the highest quality and in a
3 culturally competent manner;

4 ¹[(8)] (7)¹ ²[the name and contact information of]² ¹[the
5 language access coordinator] ²[an employee¹ at the government
6 entity, who shall be publicly identified ¹as the point of contact¹] the
7 manner and means by which the public may contact the entity's
8 language access coordinator regarding language access issues²;

9 ¹[(9)] (8)¹ the titles of all available translated documents and the
10 languages into which they have been translated;

11 ¹[(10)] (9)¹ a website and document content describing the
12 translation services, processes, and documents required by this act;
13 and

14 ¹[(11)] (10)¹ a plan for annual internal monitoring of the
15 government entity's compliance with this act.

16 ¹c. ²As part of the development of the initial language access
17 plan required by this section, each State government entity shall
18 assess the interpretation needs of members of the public with
19 limited English proficiency that the entity serves, estimate the cost
20 associated with providing interpretation services to those
21 individuals, and incorporate the provision of interpretation services
22 into the entity's language access plan.

23 ^{d.}² Notwithstanding any provision of this section to the
24 contrary, if a State government entity already has a language access
25 plan on the effective date of this act, the State government entity
26 may continue to use that language access plan and may adjust that
27 plan in accordance with the provisions of this section. A State
28 government entity shall be permitted to retain any additional
29 languages already included in an existing language access plan.¹

30 ²e. Each State government entity that provides direct services to
31 the public shall designate a senior-level employee to serve as a
32 language access coordinator to oversee the development and
33 implementation of the entity's language access plan and compliance
34 with the provisions of this act.²

35
36 ¹[4. Each State government entity in the Executive Branch shall
37 assign a new or existing employee to serve as a language access
38 coordinator, whose duty shall be to monitor the government entity's
39 compliance with the provisions of this act, P.L. , c. (C.)
40 (pending before the Legislature as this bill), by annually collecting
41 data on the provision of language assistance services, the
42 availability of translated materials, whether signage is properly
43 posted, and any other relevant measures deemed necessary for the
44 implementation of the provisions of this act. Each language access
45 coordinator shall compile the findings in an annual report, which
46 shall be available to the public. The annual report shall also include
47 the frequency of requests for language assistance services and how

1 the requests were met, such as through in-person, live translation or
 2 via remote or virtual services. The report shall also include whether
 3 language assistance services in languages other than the 15 required
 4 by the bill were requested. A State government entity may adjust
 5 the language access services provided, or expand those services to
 6 include additional languages, based upon the demonstrated need for
 7 services, regional differences, or the needs of unique populations.】¹

8
 9 ¹【5.】²【4. ¹The Secretary of State】² ¹【, or the appropriate State
 10 agency or agencies, or both,】¹ ²【shall oversee, coordinate, and】⁵.
 11 The Commissioner of Human Services, Attorney General, and Chief
 12 Technology Officer shall² provide guidance to ²the heads of² State
 13 government entities ²and their respective language access
 14 coordinators² in their implementation of this act, P.L. , c. (C.)
 15 (pending before the Legislature as this bill) ²【, so that the State
 16 meets acceptable standards of translation or interpretation. The
 17 Secretary】² ¹【, or the appropriate State agency or agencies, or
 18 both,】²【of State¹ shall advise each State government entity that is
 19 not following the guidelines on measures for improvement. The
 20 Secretary of State’s】² ¹【or State agency’s】¹ ²【activities】. The
 21 guidelines² for implementing the provisions of this section shall
 22 include, but may not be limited to:

23 a. production and distribution of “I Speak” cards available to the
 24 public on a designated website in a downloadable and printable
 25 format for those who speak limited or no English to obtain the
 26 appropriate card for their language and carry it with them to request
 27 language services at State government entities;

28 b. solicitation of feedback and comments from ¹【the language
 29 access coordinators at】¹ each State government entity, the
 30 immigrant and refugee communities, and translation and
 31 interpretation contractors annually on the effectiveness of this act;

32 c. development and transmission of an annual report to the
 33 Governor, and to the Legislature pursuant to section 2 of P.L.1991,
 34 c.164 (C.52:14-19.1), with recommendations for how each State
 35 government entity is performing and implementing the provisions
 36 of this act, including a list of agencies that required a corrective
 37 plan ², with the first report to be issued on January 10, 2026²; ¹【and】¹

38 d. a periodic review of the provisions of this act to develop
 39 recommendations for adjustments, as appropriate, based on
 40 changing demographics and other factors, which shall be included
 41 in the annual report required under subsection c. of this section ¹;

42 e. development of ²【a】² language access plan ²【template】
 43 written guidance² based on the provisions of this act, for distribution
 44 to all State government entities for their use in developing,
 45 implementing, and reporting on their language access plans, and

1 ensuring that each State government entity submits a language
 2 access plan when due that contains the required content; and

3 f. development of the list of ²[15] seven² languages that all State
 4 government entities shall use in their implementation of this act,
 5 which shall be based on American Community Survey data^{1 2} and
 6 updated every year or every five years upon the release of that data².

7
 8 ¹[6.] ²[5.1] 6. a.² A State government entity may partner with
 9 community-based organizations or other agencies for the provision
 10 of translation ²and interpretation² services in specific instances. To
 11 the extent that these partnerships meet the requirements for
 12 accuracy and cultural competency, State government entities shall
 13 not be prohibited from entering into partnerships.

14 ²b. Nothing in this act, P.L. , c. (C.) (pending before the
 15 Legislature as this bill), shall be interpreted to prohibit a State
 16 government entity in the Executive Branch that provides direct
 17 services to the public from utilizing an existing or future contract to
 18 effectuate the provisions of this act.²

19
 20 ¹[7.] ²[6.1] 7.² Nothing in this act, P.L. , c. (C.) (pending
 21 before the Legislature as this bill), shall be interpreted to remove any
 22 requirements by any State government entity to provide for direct in-
 23 person translation services to a member of the public, or for the
 24 translation of any materials in the Spanish language or any additional
 25 languages, as may be required by law. Nothing in this act shall
 26 prevent a State government entity from providing interpretation and
 27 translation services to any limited-English proficient individuals who
 28 speak any language, even if that language is not among the ²[15]
 29 seven² most common non-English languages spoken in this State.
 30 ²Failure to comply with this act shall not give rise to a right of action
 31 against a State government entity, but nothing in this act shall be
 32 interpreted to impair or affect any right under the New Jersey Law
 33 Against Discrimination, P.L.1945, c.169 (C.10:5-1 et seq.), or any
 34 other obligation of a State government entity in the Executive Branch
 35 under State or federal law.²

36
 37 ¹[8.] ²[7.1] 8.² A State government entity may require that an
 38 applicant for its benefits or services or any person assisting such
 39 applicant in seeking benefits or services provide only the
 40 information strictly necessary to determine eligibility for or to
 41 administer such benefits or services. ²Nothing in this act, P.L. , c.
 42 (C.) (pending before the Legislature as this bill), shall require
 43 that a State government entity accept responses to an application,
 44 form, or other document submitted to that entity in a language other
 45 than English unless otherwise required by law.²

1 ²**[¹9.] 8.**¹ There is appropriated from the funds received by the
2 State from the federal government under the “American Rescue
3 Plan Act of 2021,” Pub. L. 117-2, to each State government entity
4 the sums necessary to implement the provisions of this act, and such
5 additional sums from the General Fund as the State Treasurer and
6 the Director of the Division of Budget and Accounting in the
7 Department of the Treasury deem necessary. **]**²

8

9 ¹**[10.] 9.**¹ This act shall take effect immediately.

10

11

12

13

14 Requires State government entities provide vital documents and
15 translation services in at least seven most common non-English
16 languages.

SENATE, No. 2459

STATE OF NEW JERSEY
220th LEGISLATURE

INTRODUCED MAY 9, 2022

Sponsored by:

Senator M. TERESA RUIZ

District 29 (Essex)

Senator NELLIE POU

District 35 (Bergen and Passaic)

SYNOPSIS

Requires State government entities provide vital documents and translation services in 15 most common non-English languages.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 3/6/2023)

1 AN ACT concerning the requirement for State government entities
2 to provide for the translation of certain documents and services
3 in languages other than English and supplementing chapter 14 of
4 Title 52 of the Revised Statutes.

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

8
9 1. Notwithstanding the provisions of any other law, rule, or
10 regulation to the contrary, each State government entity in the
11 Executive Branch that provides direct services to the public shall
12 translate vital documents and information, including public
13 documents such as forms and instructions provided to or completed
14 by program beneficiaries or participants, pursuant to the provisions
15 of this act, P.L. , c. (C.) (pending before the Legislature as this
16 bill). The translations of vital documents and information shall be
17 in the 15 most common non-English languages spoken by
18 individuals with limited-English proficiency in this State, based on
19 United States Census Bureau data, and shall be relevant to services
20 offered by each State government entity. The translations required
21 under this section shall be implemented on a rolling basis and shall
22 be completed no later than 365 days after the effective date of this
23 act for the 10 most common languages, and not later than 730 days
24 after the effective date of this act for the additional 5 most common
25 languages, except that applications, notices of rights, or privacy
26 protections shall be translated immediately. If an application or
27 form has not been translated as required by the provisions of this
28 act, the State government entity or contractor shall provide oral
29 translation of the application or form and a certification by the
30 limited-English proficient individual indicating that the application
31 or form was translated and completed by an interpreter. The State
32 government entity shall make all reasonable efforts to provide
33 language assistance services in person by bilingual personnel.

34 As used in this act:

35 “Cultural competence” means and includes the understanding
36 that different populations and communities are impacted differently
37 by historical bias, racism, and other forms of discrimination and
38 stigmatization. Cultural competence also includes self-awareness
39 of how one’s own needs, values, practices, and verbal and
40 nonverbal communication styles may impact others.

41 “Interpretation” means the oral translation of information from
42 one language into another.

43 “Limited English Proficiency” means that a person speaks, reads,
44 writes, or understands the English language less than “very well,” in
45 accordance with Census Bureau data, and as self-reported by that
46 person to the State government entity.

47 “State government entity” means any State department or agency
48 in the Executive Branch and any commission, board, bureau,

1 division, office, or instrumentality thereof providing direct services
2 to the public.

3 “Translation” means the conversion of written words from one
4 language to another in a manner that conveys the intent and
5 essential meaning of the original text and communication.
6 “Translation” does not mean the use of automatic electronic
7 translation services.

8

9 2. Each State government entity in the Executive Branch shall
10 provide interpretation services between the entity and an individual
11 in that person’s primary language with respect to the provision of
12 services or benefits.

13 Each State government entity shall prepare an informational
14 poster for use and display at each service location in an area that is
15 highly visible to the to the public seeking services or benefits. The
16 poster shall describe the language interpretation and translation
17 services available and a person’s right to receive those services
18 under this act, P.L. , c. (C.) (pending before the Legislature as
19 this bill). The poster shall include the same information in, at a
20 minimum, the 15 most common non-English languages spoken by
21 individuals with limited-English proficiency in this State.

22

23 3. a. Each State government entity in the Executive Branch
24 shall publish a language access plan that shall reflect how the entity
25 will comply with the provisions of this act, P.L. , c. (C.)
26 (pending before the Legislature as this bill), and document all
27 progress since it last submitted a language access plan. The State
28 government entity shall issue the language access plan required by
29 this section within 90 days of the effective date of this act, and shall
30 update and publish the plan every two years thereafter. The State
31 government entity shall consult with community or stakeholder
32 entities representing limited-English proficient populations in
33 drafting and updating the plan.

34 b. Each language access plan shall set forth, at a minimum:

35 (1) when and by what means the government entity will provide
36 or is already providing language assistance services;

37 (2) a description of the limited-English proficient population in
38 each geographic service area of the government entity, the number
39 of limited-English proficient individuals who speak any language
40 even if that language is not among the 15 most common non-
41 English languages, and how the government entity determines the
42 need for language assistance services for the limited-English
43 proficient population;

44 (3) how the government entity intends to notify the limited-
45 English proficient populations of the available language assistance
46 services;

- 1 (4) how the government entity documents the actual provision
2 of language assistance services to individuals with limited-English
3 proficiency;
- 4 (5) the number of public contact positions in the government
5 entity, and the qualified bilingual or multi-lingual employees in
6 public contact positions, including the languages they speak;
- 7 (6) a training plan for government entity employees who will be
8 involved in the implementation of this act which includes, at
9 minimum, annual training on the language access policies of the
10 government entity, how to provide language assistance services, and
11 follow any applicable State and federal confidentially protocols;
- 12 (7) a plan for how the agency will ensure the provision of
13 language assistance services of the highest quality and in a
14 culturally competent manner;
- 15 (8) the name and contact information of the language access
16 coordinator at the government entity, who shall be publicly
17 identified;
- 18 (9) the titles of all available translated documents and the
19 languages into which they have been translated;
- 20 (10) a website and document content describing the translation
21 services, processes, and documents required by this act; and
- 22 (11) a plan for annual internal monitoring of the government
23 entity's compliance with this act.

24

25 4. Each State government entity in the Executive Branch shall
26 assign a new or existing employee to serve as a language access
27 coordinator, whose duty shall be to monitor the government entity's
28 compliance with the provisions of this act, P.L. , c. (C.)
29 (pending before the Legislature as this bill), by annually collecting
30 data on the provision of language assistance services, the
31 availability of translated materials, whether signage is properly
32 posted, and any other relevant measures deemed necessary for the
33 implementation of the provisions of this act. Each language access
34 coordinator shall compile the findings in an annual report, which
35 shall be available to the public. The annual report shall also include
36 the frequency of requests for language assistance services and how
37 the requests were met, such as through in-person, live translation or
38 via remote or virtual services. The report shall also include whether
39 language assistance services in languages other than the 15 required
40 by the bill were requested. A State government entity may adjust
41 the language access services provided, or expand those services to
42 include additional languages, based upon the demonstrated need for
43 services, regional differences, or the needs of unique populations.

44

45 5. The Secretary of State, or the appropriate State agency or
46 agencies, or both, shall oversee, coordinate, and provide guidance
47 to State government entities in their implementation of this act,
48 P.L. , c. (C.) (pending before the Legislature as this bill), so

1 that the State meets acceptable standards of translation or
2 interpretation. The Secretary, or the appropriate State agency or
3 agencies, or both, shall advise each State government entity that is
4 not following the guidelines on measures for improvement. The
5 Secretary of State's or State agency's activities for implementing
6 the provisions of this section shall include, but may not be limited
7 to:

8 a. production and distribution of "I Speak" cards available to the
9 public on a designated website in a downloadable and printable
10 format for those who speak limited or no English to obtain the
11 appropriate card for their language and carry it with them to request
12 language services at State government entities;

13 b. solicitation of feedback and comments from the language
14 access coordinators at each State government entity, the immigrant
15 and refugee communities, and translation and interpretation
16 contractors annually on the effectiveness of this act;

17 c. development and transmission of an annual report to the
18 Governor, and to the Legislature pursuant to section 2 of P.L.1991,
19 c.164 (C.52:14-19.1), with recommendations for how each State
20 government entity is performing and implementing the provisions
21 of this act, including a list of agencies that required a corrective
22 plan; and

23 d. a periodic review of the provisions of this act to develop
24 recommendations for adjustments, as appropriate, based on
25 changing demographics and other factors, which shall be included
26 in the annual report required under subsection c. of this section.

27
28 6. A State government entity may partner with community-
29 based organizations or other agencies for the provision of
30 translation services in specific instances. To the extent that these
31 partnerships meet the requirements for accuracy and cultural
32 competency, State government entities shall not be prohibited from
33 entering into partnerships.

34
35 7. Nothing in this act, P.L. , c. (C.) (pending before the
36 Legislature as this bill), shall be interpreted to remove any
37 requirements by any State government entity to provide for direct
38 in-person translation services to a member of the public, or for the
39 translation of any materials in the Spanish language or any
40 additional languages, as may be required by law. Nothing in this
41 act shall prevent a State government entity from providing
42 interpretation and translation services to any limited-English
43 proficient individuals who speak any language, even if that
44 language is not among the 15 most common non-English languages
45 spoken in this State.

46
47 8. A State government entity may require that an applicant for
48 its benefits or services or any person assisting such applicant in

1 seeking benefits or services provide only the information strictly
2 necessary to determine eligibility for or to administer such benefits
3 or services.

4
5 9. There is appropriated from the funds received by the State
6 from the federal government under the “American Rescue Plan Act
7 of 2021,” Pub. L. 117-2, to each State government entity the sums
8 necessary to implement the provisions of this act, and such
9 additional sums from the General Fund as the State Treasurer and
10 the Director of the Division of Budget and Accounting in the
11 Department of the Treasury deem necessary.

12
13 10. This act shall take effect immediately.

14
15
16 STATEMENT

17
18 This bill requires State government entities to provide vital
19 documents and translation services in the 15 most common non-
20 English languages spoken by individuals with limited-English
21 proficiency in this State, based on United States Census Bureau
22 data, and relevant to the services offered by the State government
23 entity.

24 Under the bill, any State department or agency in the Executive
25 Branch and any commission, board, bureau, division, office, or
26 instrumentality thereof providing direct services to the public would
27 be required to provide these language access services and
28 interpretation services between the State government entity and an
29 individual in that person’s primary language with respect to the
30 provision of services or benefits. Each State government entity
31 would be required to produce an informational poster describing the
32 available interpretation and translation services in multiple
33 languages for display in a visible location.

34 The bill requires each State government entity to publish a
35 language access plan within 90 days of its effective date, and to
36 update the plan every two years thereafter. At a minimum, each
37 plan would describe (1) when and how the State government entity
38 will provide or is already providing language assistance services;
39 (2) the limited-English proficient population in each geographic
40 service area, including those who speak any language even if that
41 language is not among the 15 most common non-English languages,
42 and how the need for translations is determined; (3) how the entity
43 will notify the eligible population; (4) how the entity documents the
44 actual service provision; (5) the number of public contact positions,
45 qualified bilingual or multi-lingual employees in those positions,
46 and the languages they speak; (6) a training plan for government
47 entity employees who will be involved in the implementation of the
48 bill which includes, at minimum, annual training on the language

1 access policies of the government entity, how to provide language
2 assistance services, and follow any applicable State and federal
3 confidentially protocols; (7) a plan for how the agency will ensure
4 the provision of language assistance services of the highest quality
5 and in a culturally competent manner; (8) the name and contact
6 information of the entity's language access coordinator; (9) the
7 titles of all available translated documents and the languages into
8 which they have been translated; (10) a website and document
9 content describing the required translation services, processes, and
10 documents; and (11) a plan for annually monitoring internal
11 compliance. The bill requires the employment or assignment of a
12 language access coordinator by each State entity to monitor the
13 government entity's compliance and develop annual reports. The
14 bill directs the Secretary of State, or a State agency, or both to
15 oversee, coordinate, provide guidance to State government entities
16 in their implementation.

17 Various provisions of current law may already require certain
18 State government entities to provide certain documents and
19 translation services to the public, most commonly in the Spanish
20 language. However, under this bill, its provisions would not be
21 interpreted to remove any requirements by any State entity to
22 provide for direct in-person translation services to a member of the
23 public, or for the translation of any materials in the Spanish
24 language or any additional languages, as may be required by law.
25 The bill would also not be interpreted to prevent a State government
26 entity from providing interpretation and translation services to any
27 limited-English proficient individuals who speak any language,
28 even if that language is not among the 15 most common non-
29 English languages. Under the bill, a State government entity may
30 require that an applicant for its benefits or services or any person
31 assisting such applicant in seeking benefits or services provide only
32 the information strictly necessary to determine eligibility for or to
33 administer such benefits or services.

34 Under the bill, there is appropriated from the funds received by
35 the State from the federal government under the "American Rescue
36 Plan Act of 2021," Pub. L. 117-2, to each State government entity
37 the sums necessary to implement its provisions, and such additional
38 sums from the General Fund as the State Treasurer and the Director
39 of the Division of Budget and Accounting in the Department of the
40 Treasury deem necessary.

41 The bill takes effect immediately, but the required translations
42 would be implemented on a rolling basis and would be completed
43 no later than 365 days after its effective date for the 10 most
44 common languages, and not later than 730 days after its effective
45 date for the additional 5 most common languages, except that
46 applications, notices of rights, or privacy protections would be
47 translated immediately. If an application or form has not been
48 translated, the State government entity or contractor would provide

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- 1 oral translation of the application or form and a certification by the
- 2 limited-English proficient individual indicating that the application
- 3 or form was translated and completed by an interpreter.

ASSEMBLY APPROPRIATIONS COMMITTEE

STATEMENT TO

[Second Reprint]

SENATE, No. 2459

STATE OF NEW JERSEY

DATED: JANUARY 4, 2024

The Assembly Appropriations Committee reports favorably Senate Bill No. 2459 (2R).

This bill requires State government entities in the Executive Branch that provide direct services to the public to translate vital documents and information, including public documents such as forms and instructions provided to or completed by program beneficiaries or participants, in at least the seven most common non-English languages spoken by individuals with limited-English proficiency in this State, based on United States Census Bureau American Community Survey data, and relevant to services offered by each State government entity.

Under the bill, any State department or agency in the Executive Branch and any commission, board, bureau, division, office, or instrumentality thereof providing direct services to the public would be required to provide language access services and interpretation services between the State government entity and an individual in that person's primary language with respect to the provision of services or benefits as provided in the entity's language access plan. Each State government entity would be required to produce an informational poster describing the available interpretation and translation services in multiple languages for display in a visible location.

The bill requires each State government entity, in consultation with the Department of Human Services, Department of Law and Public Safety, and Office of Information Technology, to develop and publish a language access plan that must reflect how the entity will comply with the requirements of the bill, and document all progress since it last submitted a language access plan. The State government entity would issue the language access plan within one year of the bill's effective date, and update and publish the plan every three years thereafter. The State government entity must also post the language access plan on the entity's website. The State government entity would consult with community or stakeholder entities representing limited-English proficient populations in drafting and updating the plan.

Each language access plan would set forth, at a minimum: (1) when and by what means the government entity will provide or is already providing language assistance services; (2) how the government entity intends to keep track of the limited-English

proficient population requesting interpretation and translation services, and how the government entity determines the need for language assistance services for the limited-English proficient population; (3) a report on the frequency of requests for language assistance services, how the requests were met, whether language assistance services were requested in languages other than the required seven, and how the government entity intends to notify the limited-English proficient populations of the available language assistance services; (4) how the government entity documents the actual provision of language assistance services to individuals with limited-English proficiency; (5) a training plan for government entity employees who will be involved in the implementation of the bill which includes, at minimum, annual training on the language access policies of the government entity, how to provide language assistance services, and follow any applicable State and federal confidentially protocols; (6) a plan for how the agency will ensure the provision of language assistance services of the highest quality and in a culturally competent manner; (7) the manner and means by which the public may contact the entity's language access coordinator regarding language access issues; (8) the titles of all available translated documents and the languages into which they have been translated; (9) a website and document content describing the translation services, processes, and documents required by the bill; and (10) a plan for annual internal monitoring of the government entity's compliance with the bill.

Under the bill, if a State government entity already has a language access plan, the State government entity may continue to use that language access plan and may adjust that plan in accordance with the bill. A State government entity would be permitted to retain any additional languages already included in an existing language access plan. The bill also requires each State government entity that provides direct services to the public to designate a senior-level employee to serve as a language access coordinator to oversee the development and implementation of the entity's language access plan and compliance with the provisions of the bill.

The bill directs the Commissioner of Human Services, Attorney General, and Chief Technology Officer to provide guidance to the heads of State government entities and their respective language access coordinators in their implementation of the bill. The guidelines would include, but may not be limited to, production and distribution of "I Speak" cards; solicitation of feedback from various communities and stakeholders; development and transmission of an annual report, the first of which would be issued on January 10, 2026; a periodic review of the requirements of the bill; development of language access plan written guidance; and development of the list of seven languages that all State government entities must use in their implementation, which would be based on American Community Survey data and updated every year or every five years upon the release of that data.

Various provisions of current law may already require certain State government entities to provide certain documents and translation services to the public, most commonly in the Spanish language. However, under this bill, its provisions would not be interpreted to remove any requirements by any State entity to provide for direct in-person translation services to a member of the public, or for the translation of any materials in the Spanish language or any additional languages, as may be required by law. The bill would also not be interpreted to prevent a State government entity from providing interpretation and translation services to any limited-English proficient individuals who speak any language, even if that language is not among the seven most common non-English languages covered by the bill. Under the bill, failure to comply with its provisions would not give rise to a right of action against a State government entity, but nothing in the bill would be interpreted to impair or affect any right under the New Jersey Law Against Discrimination, P.L.1945, c.169 (C.10:5-1 et seq.), or any other obligation of a State government entity in the Executive Branch under State or federal law.

The bill takes effect immediately, but the required translations would be implemented on a rolling basis and would be completed no later than 12 months after the effective date of the bill for the five most common languages, and not later than 23 months after the effective date of the bill for the additional two most common languages and any other languages deemed necessary by the State government entity based on the populations served by the entity, except that any documents related to a public health emergency or state of emergency declared by the Governor after the effective date of the bill would be translated immediately.

As reported by the committee, Senate Bill No. 2459 (2R) is identical to Assembly Committee Substitute for Assembly Bill No. 3837, which was also reported by the committee on this date.

FISCAL IMPACT:

The Office of Legislative Services (OLS) estimates that this bill would result in a State cost increase of at least \$64,177 per 1,000 hours of video remote interpretation and per 10,000 words of document translation services in the first two years of the bill's implementation and at least \$53,400 per 1,000 hours of video remote interpretation in subsequent years. The additional annual cost of this bill is indeterminate and will depend on what interpretation and translation services are already being provided by State government entities.

The OLS estimate uses a State contractor's quoted price of \$0.89 per minute for video remote interpretation services, \$0.15 per word for document translation services, and \$39.50 per hour for desktop publishing services for translated documents. The additional cost of the bill for posters, training, and website information would likely be minimal, or could potentially be implemented with existing resources.

ASSEMBLY STATE AND LOCAL GOVERNMENT
COMMITTEE

STATEMENT TO

[First Reprint]

SENATE, No. 2459

with committee amendments

STATE OF NEW JERSEY

DATED: JANUARY 4, 2024

The Assembly State and Local Government Committee reports favorably and with committee amendments Senate Bill No. 2459 (1R).

As amended by the committee, this bill requires State government entities in the Executive Branch that provide direct services to the public to translate vital documents and information, including public documents such as forms and instructions provided to or completed by program beneficiaries or participants, in at least the seven most common non-English languages spoken by individuals with limited-English proficiency in this State, based on United States Census Bureau American Community Survey data, and relevant to services offered by each State government entity.

Under the bill, any State department or agency in the Executive Branch and any commission, board, bureau, division, office, or instrumentality thereof providing direct services to the public would be required to provide language access services and interpretation services between the State government entity and an individual in that person's primary language with respect to the provision of services or benefits as provided in the entity's language access plan. Each State government entity would be required to produce an informational poster describing the available interpretation and translation services in multiple languages for display in a visible location.

The bill requires each State government entity, in consultation with the Department of Human Services, Department of Law and Public Safety, and Office of Information Technology, to develop and publish a language access plan that must reflect how the entity will comply with the requirements of the bill, and document all progress since it last submitted a language access plan. The State government entity would issue the language access plan within one year of the bill's effective date, and update and publish the plan every three years thereafter. The State government entity must also post the language access plan on the entity's website. The State government entity would

consult with community or stakeholder entities representing limited-English proficient populations in drafting and updating the plan.

Each language access plan would set forth, at a minimum: (1) when and by what means the government entity will provide or is already providing language assistance services; (2) how the government entity intends to keep track of the limited-English proficient population requesting interpretation and translation services, and how the government entity determines the need for language assistance services for the limited-English proficient population; (3) a report on the frequency of requests for language assistance services, how the requests were met, whether language assistance services were requested in languages other than the required seven, and how the government entity intends to notify the limited-English proficient populations of the available language assistance services; (4) how the government entity documents the actual provision of language assistance services to individuals with limited-English proficiency; (5) a training plan for government entity employees who will be involved in the implementation of the bill which includes, at minimum, annual training on the language access policies of the government entity, how to provide language assistance services, and follow any applicable State and federal confidentially protocols; (6) a plan for how the agency will ensure the provision of language assistance services of the highest quality and in a culturally competent manner; (7) the manner and means by which the public may contact the entity's language access coordinator regarding language access issues; (8) the titles of all available translated documents and the languages into which they have been translated; (9) a website and document content describing the translation services, processes, and documents required by the bill; and (10) a plan for annual internal monitoring of the government entity's compliance with the bill.

Under the bill, if a State government entity already has a language access plan, the State government entity may continue to use that language access plan and may adjust that plan in accordance with the bill. A State government entity would be permitted to retain any additional languages already included in an existing language access plan. The bill also requires each State government entity that provides direct services to the public to designate a senior-level employee to serve as a language access coordinator to oversee the development and implementation of the entity's language access plan and compliance with the provisions of the bill.

The bill directs the Commissioner of Human Services, Attorney General, and Chief Technology Officer to provide guidance to the heads of State government entities and their respective language access coordinators in their implementation of the bill. The guidelines would include, but may not be limited to, production and distribution of "I Speak" cards; solicitation of feedback from various communities and stakeholders; development and transmission of an annual report,

the first of which would be issued on January 10, 2026; a periodic review of the requirements of the bill; development of language access plan written guidance; and development of the list of seven languages that all State government entities must use in their implementation, which would be based on American Community Survey data and updated every year or every five years upon the release of that data.

Various provisions of current law may already require certain State government entities to provide certain documents and translation services to the public, most commonly in the Spanish language. However, under this bill, its provisions would not be interpreted to remove any requirements by any State entity to provide for direct in-person translation services to a member of the public, or for the translation of any materials in the Spanish language or any additional languages, as may be required by law. The bill would also not be interpreted to prevent a State government entity from providing interpretation and translation services to any limited-English proficient individuals who speak any language, even if that language is not among the seven most common non-English languages covered by the bill. Under the bill, failure to comply with its provisions would not give rise to a right of action against a State government entity, but nothing in the bill would be interpreted to impair or affect any right under the New Jersey Law Against Discrimination, P.L.1945, c.169 (C.10:5-1 et seq.), or any other obligation of a State government entity in the Executive Branch under State or federal law.

The bill takes effect immediately, but the required translations would be implemented on a rolling basis and would be completed no later than 12 months after the effective date of the bill for the five most common languages, and not later than 23 months after the effective date of the bill for the additional two most common languages and any other languages deemed necessary by the State government entity based on the populations served by the entity, except that any documents related to a public health emergency or state of emergency declared by the Governor after the effective date of the bill would be translated immediately.

As reported by the committee, Senate Bill No. 2459 (2R) is identical to Assembly Committee Substitute for Assembly Bill No. 3837, which was also reported by the committee on this date.

COMMITTEE AMENDMENTS:

The committee amended the bill to:

- (1) add a findings and declarations section;
- (2) require the translation of vital documents in “at least the seven” most common non-English languages, instead of 15;
- (3) provide for the translations to be completed within 12 months after the bill’s effective date for the five most common languages, and within 23 months after the bill’s effective date for the additional two most common languages and any other languages deemed necessary

by the State government entity based on the populations served by the entity, except that any documents related to a public health emergency or state of emergency declared by the Governor after the effective date of the bill would be translated immediately;

(4) add documents that “provide legal information about” program services or benefits to the definition of “vital documents” under the bill;

(5) provide that “vital documents” would not include vital records or certified copies thereof, such as birth certificates, death certificates, or marriage licenses, or government-issued forms of identification, such as driver’s licenses or non-driver identification cards; or newsletters, data reports, and releases when such newsletters, data reports, and releases are unrelated to program services or benefits;

(6) require State government entities that provide direct services to the public to provide interpretation services within 12 months of the bill’s effective date, as indicated in the entity’s language access plan;

(7) require each State government entity that provides direct services to the public to develop and publish its language access plan in consultation with the Department of Human Services, Department of Law and Public Safety, and Office of Information Technology;

(8) require each State government entity to issue its language access plan within one year of the bill’s effective date, and to update the plan every three years thereafter;

(9) require the language access plans to indicate the manner and means by which the public may contact the entity’s language access coordinator regarding language access issues;

(10) require that, as part of the development of the initial language access plan, each State government entity would assess the interpretation needs of members of the public with limited English proficiency that the entity serves, estimate the cost associated with providing interpretation services to those individuals, and incorporate the provision of interpretation services into the entity’s language access plan;

(11) require each State government entity that provides direct services to the public to designate a senior-level employee to serve as a language access coordinator to oversee the development and implementation of the entity’s language access plan and compliance with the provisions of the bill;

(12) require the Commissioner of Human Services, Attorney General, and Chief Technology Officer to provide guidance to the heads of State government entities and their respective language access coordinators;

(13) provide for the first annual report to be issued on January 10, 2026;

(14) require the development of written guidance concerning the language access plans, instead of a template;

(15) provide for the list of the seven languages to be updated every year or every five years, based on American Community Survey data;

(16) allow State government entities to partner with other organizations and agencies for interpretation services;

(17) provide that the bill would not be interpreted to prohibit a State government entity in the Executive Branch that provides direct services to the public from utilizing an existing or future contract to effectuate its provisions;

(18) provide that the failure to comply with this bill would not give rise to a right of action against a State government entity, but that nothing in this bill would be interpreted to impair or affect any right under the New Jersey Law Against Discrimination or any other obligation of a State government entity in the Executive Branch under State or federal law; and

(19) remove language that would have appropriated for implementation funds from the federal “American Rescue Plan Act of 2021.”

SENATE STATE GOVERNMENT, WAGERING, TOURISM &
HISTORIC PRESERVATION COMMITTEE

STATEMENT TO

SENATE, No. 2459

STATE OF NEW JERSEY

DATED: NOVEMBER 7, 2022

The Senate State Government, Wagering, Tourism and Historic Preservation Committee reports favorably Senate Bill No. 2459.

This bill requires State government entities to provide vital documents and translation services in the 15 most common non-English languages spoken by individuals with limited-English proficiency in this State, based on United States Census Bureau data, and relevant to the services offered by the State government entity.

Under the bill, any State department or agency in the Executive Branch and any commission, board, bureau, division, office, or instrumentality thereof providing direct services to the public would be required to provide these language access services and interpretation services between the State government entity and an individual in that person's primary language with respect to the provision of services or benefits. Each State government entity would be required to produce an informational poster describing the available interpretation and translation services in multiple languages for display in a visible location.

The bill requires each State government entity to publish a language access plan within 90 days of its effective date, and to update the plan every two years thereafter. At a minimum, each plan would describe (1) when and how the State government entity will provide or is already providing language assistance services; (2) the limited-English proficient population in each geographic service area, including those who speak any language even if that language is not among the 15 most common non-English languages, and how the need for translations is determined; (3) how the entity will notify the eligible population; (4) how the entity documents the actual service provision; (5) the number of public contact positions, qualified bilingual or multi-lingual employees in those positions, and the languages they speak; (6) a training plan for government entity employees who will be involved in the implementation of the bill which includes, at minimum, annual training on the language access policies of the government entity, how to provide language assistance services, and follow any applicable State and federal confidentially protocols; (7) a plan for how the agency will ensure the provision of language assistance services of the highest quality

and in a culturally competent manner; (8) the name and contact information of the entity's language access coordinator; (9) the titles of all available translated documents and the languages into which they have been translated; (10) a website and document content describing the required translation services, processes, and documents; and (11) a plan for annually monitoring internal compliance. The bill requires the employment or assignment of a language access coordinator by each State entity to monitor the government entity's compliance and develop annual reports. The bill directs the Secretary of State, or a State agency, or both to oversee, coordinate, provide guidance to State government entities in their implementation.

Various provisions of current law may already require certain State government entities to provide certain documents and translation services to the public, most commonly in the Spanish language. However, under this bill, its provisions would not be interpreted to remove any requirements by any State entity to provide for direct in-person translation services to a member of the public, or for the translation of any materials in the Spanish language or any additional languages, as may be required by law. The bill would also not be interpreted to prevent a State government entity from providing interpretation and translation services to any limited-English proficient individuals who speak any language, even if that language is not among the 15 most common non-English languages. Under the bill, a State government entity may require that an applicant for its benefits or services or any person assisting such applicant in seeking benefits or services provide only the information strictly necessary to determine eligibility for or to administer such benefits or services.

Under the bill, there is appropriated from the funds received by the State from the federal government under the "American Rescue Plan Act of 2021," Pub. L. 117-2, to each State government entity the sums necessary to implement its provisions, and such additional sums from the General Fund as the State Treasurer and the Director of the Division of Budget and Accounting in the Department of the Treasury deem necessary.

The bill takes effect immediately, but the required translations would be implemented on a rolling basis and would be completed no later than 365 days after its effective date for the 10 most common languages, and not later than 730 days after its effective date for the additional 5 most common languages, except that applications, notices of rights, or privacy protections would be translated immediately. If an application or form has not been translated, the State government entity or contractor would provide oral translation of the application or form and a certification by the limited-English proficient individual indicating that the application or form was translated and completed by an interpreter.

SENATE BUDGET AND APPROPRIATIONS COMMITTEE

STATEMENT TO **SENATE, No. 2459**

with committee amendments

STATE OF NEW JERSEY

DATED: MARCH 6, 2023

The Senate Budget and Appropriations Committee reports favorably and with committee amendments Senate Bill No. 2459.

As amended by the committee, this bill requires State government entities to provide vital documents and translation services in the 15 most common non-English languages spoken by individuals with limited-English proficiency in this State, based on United States Census Bureau American Community Survey data, and relevant to the services offered by the State government entity.

Under the bill, any State department or agency in the Executive Branch and any commission, board, bureau, division, office, or instrumentality thereof providing direct services to the public would be required to provide these language access services and interpretation services between the State government entity and an individual in that person's primary language with respect to the provision of services or benefits. Each State government entity would be required to produce an informational poster describing the available interpretation and translation services in multiple languages for display in a visible location.

The bill requires each State government entity to publish a language access plan within 180 days of its effective date, and to update the plan every two years thereafter. At a minimum, each plan would describe (1) when and how the State government entity will provide or is already providing language assistance services; (2) how the government entity intends to keep track of the limited English proficient population and how the need for translations is determined; (3) a report on the frequency of requests, how the requests were met, whether language assistance services were requested in languages other than the required 15, and how the entity will notify the eligible population; (4) how the entity documents the actual service provision; (5) a training plan for government entity employees who will be involved in the implementation of the bill which includes, at minimum, annual training on the language access policies of the government entity, how to provide language assistance services, and follow any applicable State and federal confidentially protocols; (6) a

plan for how the entity will ensure the provision of language assistance services of the highest quality and in a culturally competent manner; (7) the name and contact information of an employee at the government entity who would be the point of contact; (8) the titles of all available translated documents and the languages into which they have been translated; (9) a website and document content describing the required translation services, processes, and documents; and (10) a plan for annually monitoring internal compliance.

Under the bill, if a State government entity already has a language access plan, the State government entity may continue to use that language access plan and may adjust that plan in accordance with the bill. A State government entity would be permitted to retain any additional languages already included in an existing language access plan. The bill directs the Secretary of State to oversee, coordinate, and provide guidance to State government entities in their implementation. The Secretary of State would be required to develop a language access plan template for distribution to all State government entities for their use in developing, implementing, and reporting on their language access plans, and must ensure that each State government entity submits a language access plan when due that contains the required content. The Secretary of State would also be responsible for the development of the list of 15 languages that all State government entities must use in their implementation of the bill, based on American Community Survey data.

Various provisions of current law may already require certain State government entities to provide certain documents and translation services to the public, most commonly in the Spanish language. However, under this bill, its provisions would not be interpreted to remove any requirements by any State entity to provide for direct in-person translation services to a member of the public, or for the translation of any materials in the Spanish language or any additional languages, as may be required by law. The bill would also not be interpreted to prevent a State government entity from providing interpretation and translation services to any limited-English proficient individuals who speak any language, even if that language is not among the 15 most common non-English languages covered by the bill. Under the bill, a State government entity may require that an applicant for its benefits or services or any person assisting such applicant in seeking benefits or services provide only the information strictly necessary to determine eligibility for or to administer such benefits or services.

Under the bill, there is appropriated from the funds received by the State from the federal government under the “American Rescue Plan Act of 2021,” Pub. L. 117-2, to each State government entity the sums necessary to implement its provisions, and such additional sums from the General Fund as the State Treasurer and the Director of the

Division of Budget and Accounting in the Department of the Treasury deem necessary.

The bill takes effect immediately, but the required translations would be implemented on a rolling basis and would be completed no later than one year after the effective date of the bill for the five most common languages, not later than two years for the next five most common languages, and not later than three years for the remaining five most common languages, except that applications, notices of rights, or privacy protections would be translated immediately. If an application or form has not been translated, the State government entity or contractor would provide oral translation of the application or form and a certification by the limited-English proficient individual indicating that the application or form was translated and completed by an interpreter.

COMMITTEE AMENDMENTS:

The committee amendments:

(1) require the Department of State to update the list of 15 languages every year or every five years, upon the release of the American Community Survey data;

(2) require the document translations to be completed no later than one year after the bill's effective date for the five most common languages required by the bill, not later than two years for the next five most common languages, and not later than three years for the remaining five most common languages;

(3) provide that "translation" may include professional translation software, provided the State government entity conducts a quality control to ensure that the software has correctly translated the documents;

(4) define "vital documents" as documents that affect access to, retention of, termination of, or exclusion from program services or benefits; which are required by law; or which explain legal rights. "Vital documents" include, but are not limited to: applications; consent forms; complaint forms; intake forms; letters or notices pertaining to eligibility for services or benefits; and letters or notices pertaining to rights or to the reduction, denial, or termination of services or benefits or that require a response from the person who has limited English proficiency;

(5) allow each State government entity to provide interpretation services in the manner specified in the entity's language access plan, which may include in person by a qualified interpreter, interpretation by phone, or video interpretation services;

(6) require each State government entity to issue the language access plan within 180 days of the bill's effective date;

(7) require each State government entity to post the language access plan on its website;

(8) delete language that would have required the language access plan to contain a description of the limited-English proficient population in each geographic service area of the government entity, and the number of limited-English proficient individuals who speak any language even if that language is not among the 15 most common non-English languages;

(9) require the language access plan to specify how the government entity intends to keep track of the limited-English proficient population requesting interpretation and translation services;

(10) require the language access plan to include a report on the frequency of requests for language assistance services, and how the requests were met, and whether language assistance services were requested in languages other than the required 15;

(11) delete language that would have required the language access plan to include the number of public contact positions in the government entity, and the qualified bilingual or multi-lingual employees in public contact positions, including the languages they speak;

(12) delete the requirement for each State government entity to have a language access coordinator;

(13) require each State government entity to designate an employee as the entity's point of contact;

(14) provide that, if a State government entity already has a language access plan, the entity may continue to use that language access plan and may adjust that plan in accordance with the bill, and specify that a State government entity would be permitted to retain any additional languages already included in an existing language access plan;

(15) designate the Secretary of State as the entity to oversee, coordinate, and provide guidance to State government entities in their implementation of the bill;

(16) require the Secretary of State to develop a language access plan template for distribution to all State government entities for their use in developing, implementing, and reporting on their language access plans, and ensure that each State government entity submits a language access plan when due that contains the required content; and

(17) require the Secretary of State to develop the list of 15 languages that all State government entities must use in their implementation of the bill, which list would be based on American Community Survey data.

FISCAL IMPACT:

The Office of Legislative Services (OLS) estimates that this bill would result in a State cost increase of at least \$76,493 per 1,000 hours of video remote interpretation and per 10,000 words of document translation services in the first three years of the bill's implementation and at least \$53,400 in subsequent years. The additional annual cost of

this bill is indeterminate and will depend on what interpretation and translation services are already being provided by State government entities.

The OLS estimate uses a State contractor's quoted price of \$0.89 per minute for video remote interpretation services, \$0.15 per word for document translation services, and \$39.50 per hour for desktop publishing services for translated documents. The additional cost of the bill for posters, training, and website information would likely be minimal, or could potentially be implemented with existing resources.

LEGISLATIVE FISCAL ESTIMATE

[First Reprint]

SENATE, No. 2459 STATE OF NEW JERSEY 220th LEGISLATURE

DATED: MARCH 22, 2023

SUMMARY

- Synopsis:** Requires State government entities provide vital documents and translation services in 15 most common non-English languages.
- Type of Impact:** Annual State expenditure increase.
- Agencies Affected:** All State Executive Branch departments and agencies.

Office of Legislative Services Estimate

Fiscal Impact	<u>Annual Rates</u>
State Cost -	
(1) Video Remote Interpretation	Rate of \$53,400 per 1,000 hours
(2) Document Translation Services	Rate of \$23,093 per 10,000 Words/ 15 Languages/ Desktop Publishing
(3) Posters, Training, Website Information	Minimal or No Additional Cost

This estimate provides only rates per 1,000 hours of video remote interpretation and 10,000 words of document translation in 15 languages. The actual interpretation hours and translation words that will be needed are unknown.

- The Office of Legislative Services (OLS) determines that this bill will result in annual cost increases for State government entities. The total annual cost of this bill will depend on what interpretation and translation services are already being provided by State government entities and the additional services needed to meet the bill's requirements.
- The OLS notes that interpretation and translation costs can be estimated using a State contractor's quoted prices of \$0.89 per minute for video remote interpretation services, \$0.15 per word for document translation services, and \$39.50 per hour for desktop publishing services for translated documents. This estimate represents a rate for each 1,000 hours of video remote interpretation and for each 10,000 words of document translation in 15 languages.

However, the number of interpretation hours and translation words that will be needed in the 15 most common non-English languages is unknown. Actual costs at these rates will vary by each entity's interpretation hours and translation words undertaken each year.

- The OLS notes that the bill's costs for document translation would be the greatest during the first three years of implementation, within which all State government entities would be required to undertake document translations at a rate of five languages per year, and immediately translate applications, notices of rights, or privacy protections.
- The additional cost of the bill for posters, training, and website information would likely be minimal, or could potentially be implemented with existing resources.

BILL DESCRIPTION

This bill requires all departments and agencies in the Executive Branch of State government, and any commission, board, bureau, division, office, or instrumentality thereof providing direct services to the public, to provide for the translation of vital documents and interpretation services in the 15 most common non-English languages spoken by individuals with limited English proficiency and relevant to the services offered by the State government entity, based on United States Census Bureau American Community Survey data.

The bill requires the document translations to be implemented on a rolling basis, to be completed within one year of the bill's effective date for the five most common languages required by the bill, within two years for the next five most common languages, and within three years for the remaining five most common languages. However, the bill requires applications, notices of rights, or privacy protections to be translated immediately. In addition, if an application or form has not been translated, the State government entity or a contractor would be required to provide oral translation of the application or form and a certification by the limited-English proficient individual indicating that the application or form was translated and completed by an interpreter.

Under the bill, the State government entity is required to make all reasonable efforts to provide language assistance services in person by bilingual personnel. However, the bill allows the State government entity to contract for the provision of translation and interpretation services, and to partner with community-based organizations or other agencies. The bill also allows the entity to use translation software under certain circumstances, and use video remote interpretation and over the phone translation services.

In addition to document translation and oral interpretation services, the bill requires each State government entity to prepare and disseminate informational posters describing the available language access services, provide training for public facing employees, and produce and maintain an informational website. The Secretary of State would oversee all State government entities in their compliance with the provisions of the bill.

The bill requires the appropriation of funds received by the State from the federal government under the American Rescue Plan Act of 2021, to each State government entity to cover implementation costs, and such additional sums from the General Fund as the State Treasurer and the Director of the Division of Budget and Accounting deem necessary.

FISCAL ANALYSIS

EXECUTIVE BRANCH

None received.

OFFICE OF LEGISLATIVE SERVICES

The OLS determines that this bill will result in annual cost increases for State government entities. The total annual cost of this bill will depend on what interpretation and translation services are already being provided by State government entities and the additional services needed to meet the bill's requirements. The OLS notes that interpretation and translation costs can be estimated using a State contractor's quoted prices of \$0.89 per minute for video remote interpretation services, \$0.15 per word for document translation services, and \$39.50 per hour for desktop publishing services for translated documents. This estimate represents a rate for each 1,000 hours of video remote interpretation and for each 10,000 words of document translation in 15 languages. However, the number of interpretation hours and translation words that will be needed in the 15 most common non-English languages is unknown. Actual costs at these rates will vary by each entity's interpretation hours and translation words undertaken each year. The additional cost of the bill for posters, training, and website information would likely be minimal, or could potentially be implemented with existing resources.

The OLS is unable to estimate the costs of the document translation and oral interpretation services each State government entity will utilize. However, the OLS solicited interpretation and translation rates from one provider serving State government entities. That provider charges \$.57 per minute for over the phone interpretation, and \$0.89 per minute (\$1.99 per minute for American Sign Language) for video remote interpretation. That same provider charges \$0.10 per word to translate documents into Spanish, and \$0.15 per word to translate documents into that vendor's 12 most requested languages of Chinese (Mandarin and Cantonese), Arabic, Russian, Farsi, Vietnamese, Swahili, Somali, Korean, French, Portuguese, German, and Italian. A language such as Filipino/Tagalog, Hindi, Gujarati, or Polish, which are among the most commonly spoken in New Jersey, would cost either \$0.16 or \$0.17 per word. Document translations also incur an additional cost of \$39.50 per hour for desktop publishing.

The OLS submitted a sample three-page application to that contractor for a translation quote, and the approximate cost for translating that document was \$115, consisting of \$75 for the translation and \$39.50 for the desktop publishing.

Based on the aforementioned interpretation and translation rates, below is an estimate of interpretation costs per each 1,000 hours or oral interpretation, and an estimate of document translation costs per each 10,000 words multiplied by 15 languages. Actual costs at these rates will vary by each entity's number of interpretation hours and translation words undertaken each year.

Interpretation

- $\$0.57 \times 60 \text{ minutes} = \$34.2 \text{ per hour} \times 1,000 \text{ hours} = \$34,200 \text{ per } 1,000 \text{ if over the phone interpretation hours}$
- $\$0.89 \times 60 \text{ minutes} = \$53.4 \text{ per hour} \times 1,000 \text{ hours} = \$53,400 \text{ per } 1,000 \text{ if video remote interpretation hours}$

Translation

- $\$0.15 \times 10,000 \text{ words} = \$1,500 + \$39.50 \text{ desktop publishing (assumes one hour)} = \$1,539.50$
- $\$1,539.50 \times 15 \text{ languages} = \$23,092.50 \text{ per each } 10,000 \text{ word document}$

The OLS notes that the bill's costs for document translation would be the greatest during the first three years of implementation, within which all State government entities would be required to undertake document translations at a rate of five languages per year, and immediately translate applications, notices of rights, or privacy protections. Assuming applications and other documents

do not drastically change, the initial document translation costs should be significantly reduced or negligible after the third implementation year. The same is the case for the informational posters and the initial training of public facing employees. The development and maintenance of the informational website would also be an ongoing cost. Concerning the immediate and ongoing duty to provide interpretation services, the costs would vary depending on whether internal staff provide interpretation, or whether those services are provided under an agency or Statewide contract.

The OLS notes that the costs of providing the required language translation and interpretation services would vary depending on whether the agency already provides translation and interpretation in multiple languages. For example, at NJHelps.org, the website interface and applications for programs such as the Supplemental Nutrition Assistance Program, Work First New Jersey, which includes Temporary Assistance for Needy Families and General Assistance, and NJ FamilyCare/Medicaid appear to be available in Spanish but not in other non-English languages. In contrast, on the New Jersey Motor Vehicle Commission's website, members of the public can access information such as the New Jersey Driver Manual in Spanish, Tagalog, and Chinese. Other agencies, such as the New Jersey Division of Pensions and Benefits, currently seem to offer forms only in English.

In summary, the key costs components of the bill include, for each State government entity in the 15 most common non-English languages spoken by individuals with limited English proficiency and relevant to the services offered by the State government entity:

- the provision of interpretation services (oral translation);
- the translation of vital documents, such as application forms and instructions (paper translation);
- the preparation and dissemination of informational posters;
- the training of public facing employees; and
- the production and maintenance of an informational website.

The OLS notes that in April 2022 New York State appropriated \$2 million for a substantively similar requirement in the State Operations Appropriations bill, part of its FY 2023 Enacted Budget. The \$2 million is for the establishment of the Office of Language Access, which oversees each agency's provision of language assistance services. That office is responsible for maintaining New York State's contract through which agencies access the vendors that provide translation and interpretation services. According to a press release from the governor of that State, "[t]he new language access law codifies and expands New York's statewide language access policy by requiring all executive State agencies that provide direct services or benefits to provide interpretation services in any language. In addition, applicable agencies must translate vital agency documents into the top 12 most commonly spoken non-English languages based on data published by the Census Bureau."

Section: State Government

*Analyst: Raysa Martinez Kruger
Principal Research Analyst*

*Approved: Thomas Koenig
Legislative Budget and Finance Officer*

This legislative fiscal estimate has been produced by the Office of Legislative Services due to the failure of the Executive Branch to respond to our request for a fiscal note.

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

LEGISLATIVE FISCAL ESTIMATE

[Second Reprint]

SENATE, No. 2459

STATE OF NEW JERSEY 220th LEGISLATURE

DATED: JANUARY 11, 2024

SUMMARY

Synopsis: Requires State government entities provide vital documents and translation services in at least seven most common non-English languages.

Type of Impact: Annual State expenditure increase.

Agencies Affected: All State Executive Branch departments and agencies.

Office of Legislative Services Estimate

Fiscal Impact	<u>Annual Rates</u>
State Cost -	
(1) Video Remote Interpretation	Rate of \$53,400 per 1,000 hours
(2) Document Translation Services	Rate of \$10,777 per 10,000 Words/ 7 Languages/ Desktop Publishing
(3) Posters, Training, Website Information	Minimal or No Additional Cost

This estimate provides only rates per 1,000 hours of video remote interpretation and 10,000 words of document translation in seven languages. The actual interpretation hours and translation words that will be needed are unknown.

- The Office of Legislative Services (OLS) determines that this bill will result in annual cost increases for State government entities. The total annual cost of this bill will depend on what interpretation and translation services are already being provided by State government entities and the additional services needed to meet the bill's requirements.
- The OLS notes that interpretation and translation costs can be estimated using a State contractor's quoted prices of \$0.89 per minute for video remote interpretation services, \$0.15 per word for document translation services, and \$39.50 per hour for desktop publishing

services for translated documents. This estimate represents a rate for each 1,000 hours of video remote interpretation and for each 10,000 words of document translation in seven languages. However, the number of interpretation hours and translation words that will be needed in the seven most common non-English languages is unknown. Actual costs at these rates will vary by each entity's interpretation hours and translation words undertaken each year.

- The OLS notes that the bill's costs for document translation would be the greatest during the first two years of implementation, within which all State government entities would be required to undertake document translations at a rate of five languages in the first year and two in the second year. Documents related to a public health emergency or state of emergency declared by the Governor after the bill's effective date would be translated immediately.
- The additional cost of the bill for posters, training, and website information would likely be minimal, or could potentially be implemented with existing resources.

BILL DESCRIPTION

This bill requires all departments and agencies in the Executive Branch of State government, and any commission, board, bureau, division, office, or instrumentality thereof providing direct services to the public, to provide for the translation of vital documents and interpretation services in the seven most common non-English languages spoken by individuals with limited English proficiency and relevant to the services offered by the State government entity, based on United States Census Bureau American Community Survey data.

The bill requires the document translations to be implemented on a rolling basis, to be completed within one year of the bill's effective date for the five most common languages required by the bill, and within 23 months for the next two most common languages and any other languages deemed necessary by the State government entity based on the populations served by the entity. The bill provides that any documents related to a public health emergency or state of emergency declared by the Governor after the bill's effective date would be translated immediately.

The bill allows the State government entity to contract for the provision of translation and interpretation services, and to partner with community-based organizations or other agencies. The bill also allows the entity to use translation software under certain circumstances, and use video remote interpretation and over the phone translation services.

In addition to document translation and oral interpretation services, the bill requires each State government entity to designate a senior-level employee to serve as the language access coordinator, prepare and disseminate informational posters describing the available language access services, provide training for public facing employees, and produce and maintain an informational website. Each State government agency would consult with the Department of Human Services, Department of Law and Public Safety, and Office of Information Technology in developing and publishing a language access plan and implementing other provisions of the bill.

FISCAL ANALYSIS

EXECUTIVE BRANCH

None received.

OFFICE OF LEGISLATIVE SERVICES

The OLS determines that this bill will result in annual cost increases for State government entities. The total annual cost of this bill will depend on what interpretation and translation services are already being provided by State government entities and the additional services needed to meet the bill's requirements. The OLS notes that interpretation and translation costs can be estimated using a State contractor's quoted prices of \$0.89 per minute for video remote interpretation services, \$0.15 per word for document translation services, and \$39.50 per hour for desktop publishing services for translated documents. This estimate represents a rate for each 1,000 hours of video remote interpretation and for each 10,000 words of document translation in seven languages. However, the number of interpretation hours and translation words that will be needed in the seven most common non-English languages is unknown. Actual costs at these rates will vary by each entity's interpretation hours and translation words undertaken each year. The additional cost of the bill for posters, training, and website information would likely be minimal, or could potentially be implemented with existing resources.

The OLS is unable to estimate the costs of the document translation and oral interpretation services each State government entity will utilize. However, the OLS solicited interpretation and translation rates from one provider serving State government entities. That provider charges \$.57 per minute for over the phone interpretation, and \$0.89 per minute (\$1.99 per minute for American Sign Language) for video remote interpretation. That same provider charges \$0.10 per word to translate documents into Spanish, and \$0.15 per word to translate documents into that vendor's 12 most requested languages of Chinese (Mandarin and Cantonese), Arabic, Russian, Farsi, Vietnamese, Swahili, Somali, Korean, French, Portuguese, German, and Italian. A language such as Filipino/Tagalog, Hindi, Gujarati, or Polish, which are among the most commonly spoken in New Jersey, would cost either \$0.16 or \$0.17 per word. Document translations also incur an additional cost of \$39.50 per hour for desktop publishing.

The OLS submitted a sample three-page application to that contractor for a translation quote, and the approximate cost for translating that document was \$115, consisting of \$75 for the translation and \$39.50 for the desktop publishing.

Based on the aforementioned interpretation and translation rates, below is an estimate of interpretation costs per each 1,000 hours of oral interpretation, and an estimate of document translation costs per each 10,000 words multiplied by seven languages. Actual costs at these rates will vary by each entity's number of interpretation hours and translation words undertaken each year.

Interpretation

- $\$0.57 \times 60 \text{ minutes} = \$34.20 \text{ per hour} \times 1,000 \text{ hours} = \$34,200 \text{ per } 1,000 \text{ if over the phone interpretation hours}$
- $\$0.89 \times 60 \text{ minutes} = \$53.40 \text{ per hour} \times 1,000 \text{ hours} = \$53,400 \text{ per } 1,000 \text{ if video remote interpretation hours}$

Translation

- $\$0.15 \times 10,000 \text{ words} = \$1,500 + \$39.50 \text{ desktop publishing (assumes one hour)} = \$1,539.50$
- $\$1,539.50 \times 7 \text{ languages} = \$10,776.50 \text{ per each } 10,000 \text{ word document}$

The OLS notes that the bill's costs for document translation would be the greatest during the first two years of implementation, within which all State government entities would be required to undertake document translations at a rate of five languages in the first year, and two in the second

year. Documents related to a public health emergency or state of emergency declared by the Governor after the bill's effective date would be translated immediately. Assuming applications and other documents do not drastically change, the initial document translation costs should be significantly reduced or negligible after the second implementation year. The same is the case for the informational posters and the initial training of public facing employees. The development and maintenance of the informational website would also be an ongoing cost. Concerning the immediate and ongoing duty to provide interpretation services, the costs would vary depending on whether internal staff provide interpretation, or whether those services are provided under an agency or Statewide contract.

The OLS notes that the costs of providing the required language translation and interpretation services would vary depending on whether the agency already provides translation and interpretation in multiple languages. For example, at NJHelps.org, the website interface and applications for programs such as the Supplemental Nutrition Assistance Program, Work First New Jersey, which includes Temporary Assistance for Needy Families and General Assistance, and NJ FamilyCare/Medicaid appear to be available in Spanish but not in other non-English languages. In contrast, on the New Jersey Motor Vehicle Commission's website, members of the public can access information such as the New Jersey Driver Manual in Spanish, Tagalog, and Chinese. Other agencies, such as the New Jersey Division of Pensions and Benefits, currently seem to offer forms only in English.

In summary, the key costs components of the bill include, for each State government entity in the seven most common non-English languages spoken by individuals with limited English proficiency and relevant to the services offered by the State government entity:

- the provision of interpretation services (oral translation);
- the translation of vital documents, such as application forms and instructions (paper translation);
- the preparation and dissemination of informational posters;
- the training of public facing employees; and
- the production and maintenance of an informational website.

The OLS notes that in April 2022 New York State appropriated \$2 million for a substantively similar requirement in the State Operations Appropriations bill, part of its FY 2023 Enacted Budget. The \$2 million is for the establishment of the Office of Language Access, which oversees each agency's provision of language assistance services. That office is responsible for maintaining New York State's contract through which agencies access the vendors that provide translation and interpretation services. According to a press release from the governor of that State, "[t]he new language access law codifies and expands New York's statewide language access policy by requiring all executive State agencies that provide direct services or benefits to provide interpretation services in any language. In addition, applicable agencies must translate vital agency documents into the top 12 most commonly spoken non-English languages based on data published by the Census Bureau."

Section: State Government

*Analyst: Raysa Martinez Kruger
Principal Research Analyst*

*Approved: Thomas Koenig
Legislative Budget and Finance Officer*

This legislative fiscal estimate has been produced by the Office of Legislative Services due to the failure of the Executive Branch to respond to our request for a fiscal note.

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

ASSEMBLY, No. 3837

STATE OF NEW JERSEY 220th LEGISLATURE

INTRODUCED MAY 9, 2022

Sponsored by:

Assemblywoman SADAF F. JAFFER

District 16 (Hunterdon, Mercer, Middlesex and Somerset)

Assemblywoman ELLEN J. PARK

District 37 (Bergen)

Assemblyman STERLEY S. STANLEY

District 18 (Middlesex)

Co-Sponsored by:

Assemblymen Schaer, Atkins, Assemblywoman Reynolds-Jackson,

Assemblyman McKeon, Assemblywomen Jasey, McKnight, Carter,

Assemblyman Mukherji, Assemblywoman Swain, Assemblymen Sampson,

Guardian and Assemblywoman Haider

SYNOPSIS

Requires State government entities provide vital documents and translation services in 15 most common non-English languages.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 12/14/2023)

1 AN ACT concerning the requirement for State government entities
2 to provide for the translation of certain documents and services
3 in languages other than English and supplementing chapter 14 of
4 Title 52 of the Revised Statutes.

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

8
9 1. Notwithstanding the provisions of any other law, rule, or
10 regulation to the contrary, each State government entity in the
11 Executive Branch that provides direct services to the public shall
12 translate vital documents and information, including public
13 documents such as forms and instructions provided to or completed
14 by program beneficiaries or participants, pursuant to the provisions
15 of this act, P.L. , c. (C.) (pending before the Legislature as this
16 bill). The translations of vital documents and information shall be
17 in the 15 most common non-English languages spoken by
18 individuals with limited-English proficiency in this State, based on
19 United States Census Bureau data, and shall be relevant to services
20 offered by each State government entity. The translations required
21 under this section shall be implemented on a rolling basis and shall
22 be completed no later than 365 days after the effective date of this
23 act for the 10 most common languages, and not later than 730 days
24 after the effective date of this act for the additional 5 most common
25 languages, except that applications, notices of rights, or privacy
26 protections shall be translated immediately. If an application or
27 form has not been translated as required by the provisions of this
28 act, the State government entity or contractor shall provide oral
29 translation of the application or form and a certification by the
30 limited-English proficient individual indicating that the application
31 or form was translated and completed by an interpreter. The State
32 government entity shall make all reasonable efforts to provide
33 language assistance services in person by bilingual personnel.

34 As used in this act:

35 “Cultural competence” means and includes the understanding
36 that different populations and communities are impacted differently
37 by historical bias, racism, and other forms of discrimination and
38 stigmatization. Cultural competence also includes self-awareness
39 of how one’s own needs, values, practices, and verbal and
40 nonverbal communication styles may impact others.

41 “Interpretation” means the oral translation of information from
42 one language into another.

43 “Limited English Proficiency” means that a person speaks, reads,
44 writes, or understands the English language less than “very well,” in
45 accordance with Census Bureau data, and as self-reported by that
46 person to the State government entity.

47 “State government entity” means any State department or agency
48 in the Executive Branch and any commission, board, bureau,

1 division, office, or instrumentality thereof providing direct services
2 to the public.

3 “Translation” means the conversion of written words from one
4 language to another in a manner that conveys the intent and
5 essential meaning of the original text and communication.
6 “Translation” does not mean the use of automatic electronic
7 translation services.

8

9 2. Each State government entity in the Executive Branch shall
10 provide interpretation services between the entity and an individual
11 in that person’s primary language with respect to the provision of
12 services or benefits.

13 Each State government entity shall prepare an informational
14 poster for use and display at each service location in an area that is
15 highly visible to the to the public seeking services or benefits. The
16 poster shall describe the language interpretation and translation
17 services available and a person’s right to receive those services
18 under this act, P.L. , c. (C.) (pending before the Legislature as
19 this bill). The poster shall include the same information in, at a
20 minimum, the 15 most common non-English languages spoken by
21 individuals with limited-English proficiency in this State.

22

23 3. a. Each State government entity in the Executive Branch
24 shall publish a language access plan that shall reflect how the entity
25 will comply with the provisions of this act, P.L. , c. (C.)
26 (pending before the Legislature as this bill), and document all
27 progress since it last submitted a language access plan. The State
28 government entity shall issue the language access plan required by
29 this section within 90 days of the effective date of this act, and shall
30 update and publish the plan every two years thereafter. The State
31 government entity shall consult with community or stakeholder
32 entities representing limited-English proficient populations in
33 drafting and updating the plan.

34 b. Each language access plan shall set forth, at a minimum:

35 (1) when and by what means the government entity will provide
36 or is already providing language assistance services;

37 (2) a description of the limited-English proficient population in
38 each geographic service area of the government entity, the number
39 of limited-English proficient individuals who speak any language
40 even if that language is not among the 15 most common non-
41 English languages, and how the government entity determines the
42 need for language assistance services for the limited-English
43 proficient population;

44 (3) how the government entity intends to notify the limited-
45 English proficient populations of the available language assistance
46 services;

- 1 (4) how the government entity documents the actual provision
2 of language assistance services to individuals with limited-English
3 proficiency;
- 4 (5) the number of public contact positions in the government
5 entity, and the qualified bilingual or multi-lingual employees in
6 public contact positions, including the languages they speak;
- 7 (6) a training plan for government entity employees who will be
8 involved in the implementation of this act which includes, at
9 minimum, annual training on the language access policies of the
10 government entity, how to provide language assistance services, and
11 follow any applicable State and federal confidentially protocols;
- 12 (7) a plan for how the agency will ensure the provision of
13 language assistance services of the highest quality and in a
14 culturally competent manner;
- 15 (8) the name and contact information of the language access
16 coordinator at the government entity, who shall be publicly
17 identified;
- 18 (9) the titles of all available translated documents and the
19 languages into which they have been translated;
- 20 (10) a website and document content describing the translation
21 services, processes, and documents required by this act; and
- 22 (11) a plan for annual internal monitoring of the government
23 entity's compliance with this act.

24
25 4. Each State government entity in the Executive Branch shall
26 assign a new or existing employee to serve as a language access
27 coordinator, whose duty shall be to monitor the government entity's
28 compliance with the provisions of this act, P.L. , c. (C.)
29 (pending before the Legislature as this bill), by annually collecting
30 data on the provision of language assistance services, the
31 availability of translated materials, whether signage is properly
32 posted, and any other relevant measures deemed necessary for the
33 implementation of the provisions of this act. Each language access
34 coordinator shall compile the findings in an annual report, which
35 shall be available to the public. The annual report shall also include
36 the frequency of requests for language assistance services and how
37 the requests were met, such as through in-person, live translation or
38 via remote or virtual services. The report shall also include whether
39 language assistance services in languages other than the 15 required
40 by the bill were requested. A State government entity may adjust
41 the language access services provided, or expand those services to
42 include additional languages, based upon the demonstrated need for
43 services, regional differences, or the needs of unique populations.

44
45 5. The Secretary of State, or the appropriate State agency or
46 agencies, or both, shall oversee, coordinate, and provide guidance
47 to State government entities in their implementation of this act,
48 P.L. , c. (C.) (pending before the Legislature as this bill), so

1 that the State meets acceptable standards of translation or
2 interpretation. The Secretary, or the appropriate State agency or
3 agencies, or both, shall advise each State government entity that is
4 not following the guidelines on measures for improvement. The
5 Secretary of State's or State agency's activities for implementing
6 the provisions of this section shall include, but may not be limited
7 to:

8 a. production and distribution of "I Speak" cards available to the
9 public on a designated website in a downloadable and printable
10 format for those who speak limited or no English to obtain the
11 appropriate card for their language and carry it with them to request
12 language services at State government entities;

13 b. solicitation of feedback and comments from the language
14 access coordinators at each State government entity, the immigrant
15 and refugee communities, and translation and interpretation
16 contractors annually on the effectiveness of this act;

17 c. development and transmission of an annual report to the
18 Governor, and to the Legislature pursuant to section 2 of P.L.1991,
19 c.164 (C.52:14-19.1), with recommendations for how each State
20 government entity is performing and implementing the provisions
21 of this act, including a list of agencies that required a corrective
22 plan; and

23 d. a periodic review of the provisions of this act to develop
24 recommendations for adjustments, as appropriate, based on
25 changing demographics and other factors, which shall be included
26 in the annual report required under subsection c. of this section.

27

28 6. A State government entity may partner with community-
29 based organizations or other agencies for the provision of
30 translation services in specific instances. To the extent that these
31 partnerships meet the requirements for accuracy and cultural
32 competency, State government entities shall not be prohibited from
33 entering into partnerships.

34

35 7. Nothing in this act, P.L. , c. (C.) (pending before the
36 Legislature as this bill), shall be interpreted to remove any
37 requirements by any State government entity to provide for direct
38 in-person translation services to a member of the public, or for the
39 translation of any materials in the Spanish language or any
40 additional languages, as may be required by law. Nothing in this
41 act shall prevent a State government entity from providing
42 interpretation and translation services to any limited-English
43 proficient individuals who speak any language, even if that
44 language is not among the 15 most common non-English languages
45 spoken in this State.

46

47 8. A State government entity may require that an applicant for
48 its benefits or services or any person assisting such applicant in

1 seeking benefits or services provide only the information strictly
2 necessary to determine eligibility for or to administer such benefits
3 or services.

4
5 9. There is appropriated from the funds received by the State
6 from the federal government under the “American Rescue Plan Act
7 of 2021,” Pub. L. 117-2, to each State government entity the sums
8 necessary to implement the provisions of this act, and such
9 additional sums from the General Fund as the State Treasurer and
10 the Director of the Division of Budget and Accounting in the
11 Department of the Treasury deem necessary.

12
13 10. This act shall take effect immediately.

14
15
16 STATEMENT

17
18 This bill requires State government entities to provide vital
19 documents and translation services in the 15 most common non-
20 English languages spoken by individuals with limited-English
21 proficiency in this State, based on United States Census Bureau
22 data, and relevant to the services offered by the State government
23 entity.

24 Under the bill, any State department or agency in the Executive
25 Branch and any commission, board, bureau, division, office, or
26 instrumentality thereof providing direct services to the public would
27 be required to provide these language access services and
28 interpretation services between the State government entity and an
29 individual in that person’s primary language with respect to the
30 provision of services or benefits. Each State government entity
31 would be required to produce an informational poster describing the
32 available interpretation and translation services in multiple
33 languages for display in a visible location.

34 The bill requires each State government entity to publish a
35 language access plan within 90 days of its effective date, and to
36 update the plan every two years thereafter. At a minimum, each
37 plan would describe (1) when and how the State government entity
38 will provide or is already providing language assistance services;
39 (2) the limited-English proficient population in each geographic
40 service area, including those who speak any language even if that
41 language is not among the 15 most common non-English languages,
42 and how the need for translations is determined; (3) how the entity
43 will notify the eligible population; (4) how the entity documents the
44 actual service provision; (5) the number of public contact positions,
45 qualified bilingual or multi-lingual employees in those positions,
46 and the languages they speak; (6) a training plan for government
47 entity employees who will be involved in the implementation of the
48 bill which includes, at minimum, annual training on the language

1 access policies of the government entity, how to provide language
2 assistance services, and follow any applicable State and federal
3 confidentially protocols; (7) a plan for how the agency will ensure
4 the provision of language assistance services of the highest quality
5 and in a culturally competent manner; (8) the name and contact
6 information of the entity's language access coordinator; (9) the
7 titles of all available translated documents and the languages into
8 which they have been translated; (10) a website and document
9 content describing the required translation services, processes, and
10 documents; and (11) a plan for annually monitoring internal
11 compliance. The bill requires the employment or assignment of a
12 language access coordinator by each State entity to monitor the
13 government entity's compliance and develop annual reports. The
14 bill directs the Secretary of State, or a State agency, or both to
15 oversee, coordinate, provide guidance to State government entities
16 in their implementation.

17 Various provisions of current law may already require certain
18 State government entities to provide certain documents and
19 translation services to the public, most commonly in the Spanish
20 language. However, under this bill, its provisions would not be
21 interpreted to remove any requirements by any State entity to
22 provide for direct in-person translation services to a member of the
23 public, or for the translation of any materials in the Spanish
24 language or any additional languages, as may be required by law.
25 The bill would also not be interpreted to prevent a State government
26 entity from providing interpretation and translation services to any
27 limited-English proficient individuals who speak any language,
28 even if that language is not among the 15 most common non-
29 English languages. Under the bill, a State government entity may
30 require that an applicant for its benefits or services or any person
31 assisting such applicant in seeking benefits or services provide only
32 the information strictly necessary to determine eligibility for or to
33 administer such benefits or services.

34 Under the bill, there is appropriated from the funds received by
35 the State from the federal government under the "American Rescue
36 Plan Act of 2021," Pub. L. 117-2, to each State government entity
37 the sums necessary to implement its provisions, and such additional
38 sums from the General Fund as the State Treasurer and the Director
39 of the Division of Budget and Accounting in the Department of the
40 Treasury deem necessary.

41 The bill takes effect immediately, but the required translations
42 would be implemented on a rolling basis and would be completed
43 no later than 365 days after its effective date for the 10 most
44 common languages, and not later than 730 days after its effective
45 date for the additional 5 most common languages, except that
46 applications, notices of rights, or privacy protections would be
47 translated immediately. If an application or form has not been
48 translated, the State government entity or contractor would provide

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- 1 oral translation of the application or form and a certification by the
- 2 limited-English proficient individual indicating that the application
- 3 or form was translated and completed by an interpreter.

ASSEMBLY APPROPRIATIONS COMMITTEE

STATEMENT TO

ASSEMBLY COMMITTEE SUBSTITUTE FOR
ASSEMBLY, No. 3837

STATE OF NEW JERSEY

DATED: JANUARY 4, 2024

The Assembly Appropriations Committee reports favorably the Assembly Committee Substitute for Assembly Bill No. 3837.

This bill requires State government entities in the Executive Branch that provide direct services to the public to translate vital documents and information, including public documents such as forms and instructions provided to or completed by program beneficiaries or participants, in at least the seven most common non-English languages spoken by individuals with limited-English proficiency in this State, based on United States Census Bureau American Community Survey data, and relevant to services offered by each State government entity.

Under the bill, any State department or agency in the Executive Branch and any commission, board, bureau, division, office, or instrumentality thereof providing direct services to the public would be required to provide language access services and interpretation services between the State government entity and an individual in that person's primary language with respect to the provision of services or benefits as provided in the entity's language access plan. Each State government entity would be required to produce an informational poster describing the available interpretation and translation services in multiple languages for display in a visible location.

The bill requires each State government entity, in consultation with the Department of Human Services, Department of Law and Public Safety, and Office of Information Technology, to develop and publish a language access plan that must reflect how the entity will comply with the requirements of the bill, and document all progress since it last submitted a language access plan. The State government entity would issue the language access plan within one year of the bill's effective date, and update and publish the plan every three years thereafter. The State government entity must also post the language access plan on the entity's website. The State government entity would consult with community or stakeholder entities representing limited-English proficient populations in drafting and updating the plan.

Each language access plan would set forth, at a minimum: (1) when and by what means the government entity will provide or is already providing language assistance services; (2) how the government entity intends to keep track of the limited-English

proficient population requesting interpretation and translation services, and how the government entity determines the need for language assistance services for the limited-English proficient population; (3) a report on the frequency of requests for language assistance services, how the requests were met, whether language assistance services were requested in languages other than the required seven, and how the government entity intends to notify the limited-English proficient populations of the available language assistance services; (4) how the government entity documents the actual provision of language assistance services to individuals with limited-English proficiency; (5) a training plan for government entity employees who will be involved in the implementation of the bill which includes, at minimum, annual training on the language access policies of the government entity, how to provide language assistance services, and follow any applicable State and federal confidentiality protocols; (6) a plan for how the agency will ensure the provision of language assistance services of the highest quality and in a culturally competent manner; (7) the manner and means by which the public may contact the entity's language access coordinator regarding language access issues; (8) the titles of all available translated documents and the languages into which they have been translated; (9) a website and document content describing the translation services, processes, and documents required by the bill; and (10) a plan for annual internal monitoring of the government entity's compliance with the bill.

Under the bill, if a State government entity already has a language access plan, the State government entity may continue to use that language access plan and may adjust that plan in accordance with the bill. A State government entity would be permitted to retain any additional languages already included in an existing language access plan. The bill also requires each State government entity that provides direct services to the public to designate a senior-level employee to serve as a language access coordinator to oversee the development and implementation of the entity's language access plan and compliance with the provisions of the bill.

The bill directs the Commissioner of Human Services, Attorney General, and Chief Technology Officer to provide guidance to the heads of State government entities and their respective language access coordinators in their implementation of the bill. The guidelines would include, but may not be limited to, production and distribution of "I Speak" cards; solicitation of feedback from various communities and stakeholders; development and transmission of an annual report, the first of which would be issued on January 10, 2026; a periodic review of the requirements of the bill; development of language access plan written guidance; and development of the list of seven languages that all State government entities must use in their implementation, which would be based on American Community Survey data and updated every year or every five years upon the release of that data.

Various provisions of current law may already require certain State government entities to provide certain documents and translation services to the public, most commonly in the Spanish language. However, under this bill, its provisions would not be interpreted to remove any requirements by any State entity to provide for direct in-person translation services to a member of the public, or for the translation of any materials in the Spanish language or any additional languages, as may be required by law. The bill would also not be interpreted to prevent a State government entity from providing interpretation and translation services to any limited-English proficient individuals who speak any language, even if that language is not among the seven most common non-English languages covered by the bill. Under the bill, failure to comply with its provisions would not give rise to a right of action against a State government entity, but nothing in the bill would be interpreted to impair or affect any right under the New Jersey Law Against Discrimination, P.L.1945, c.169 (C.10:5-1 et seq.), or any other obligation of a State government entity in the Executive Branch under State or federal law.

The bill takes effect immediately, but the required translations would be implemented on a rolling basis and would be completed no later than 12 months after the effective date of the bill for the five most common languages, and not later than 23 months after the effective date of the bill for the additional two most common languages and any other languages deemed necessary by the State government entity based on the populations served by the entity, except that any documents related to a public health emergency or state of emergency declared by the Governor after the effective date of the bill would be translated immediately.

As reported by the committee, Assembly Committee Substitute for Assembly Bill No. 3837 is identical to Senate Bill No. 2459 (2R), which was also reported by the committee on this date.

FISCAL IMPACT:

The Office of Legislative Services (OLS) estimates that this bill would result in a State cost increase of at least \$64,177 per 1,000 hours of video remote interpretation and per 10,000 words of document translation services in the first two years of the bill's implementation and at least \$53,400 per 1,000 hours of video remote interpretation in subsequent years. The additional annual cost of this bill is indeterminate and will depend on what interpretation and translation services are already being provided by State government entities.

The OLS estimate uses a State contractor's quoted price of \$0.89 per minute for video remote interpretation services, \$0.15 per word for document translation services, and \$39.50 per hour for desktop publishing services for translated documents. The additional cost of the bill for posters, training, and website information would likely be minimal, or could potentially be implemented with existing resources.

ASSEMBLY STATE AND LOCAL GOVERNMENT
COMMITTEE

STATEMENT TO

ASSEMBLY COMMITTEE SUBSTITUTE FOR
ASSEMBLY, No. 3837

STATE OF NEW JERSEY

DATED: JANUARY 4, 2024

The Assembly State and Local Government Committee reports favorably an Assembly Committee Substitute for Assembly Bill No. 3837.

This bill requires State government entities in the Executive Branch that provide direct services to the public to translate vital documents and information, including public documents such as forms and instructions provided to or completed by program beneficiaries or participants, in at least the seven most common non-English languages spoken by individuals with limited-English proficiency in this State, based on United States Census Bureau American Community Survey data, and relevant to services offered by each State government entity.

Under the bill, any State department or agency in the Executive Branch and any commission, board, bureau, division, office, or instrumentality thereof providing direct services to the public would be required to provide language access services and interpretation services between the State government entity and an individual in that person's primary language with respect to the provision of services or benefits as provided in the entity's language access plan. Each State government entity would be required to produce an informational poster describing the available interpretation and translation services in multiple languages for display in a visible location.

The bill requires each State government entity, in consultation with the Department of Human Services, Department of Law and Public Safety, and Office of Information Technology, to develop and publish a language access plan that must reflect how the entity will comply with the requirements of the bill, and document all progress since it last submitted a language access plan. The State government entity would issue the language access plan within one year of the bill's effective date, and update and publish the plan every three years thereafter. The State government entity must also post the language access plan on the entity's website. The State government entity would consult with community or stakeholder entities representing limited-English proficient populations in drafting and updating the plan.

Each language access plan would set forth, at a minimum: (1) when and by what means the government entity will provide or is already providing language assistance services; (2) how the government entity intends to keep track of the limited-English proficient population requesting interpretation and translation services, and how the government entity determines the need for language assistance services for the limited-English proficient population; (3) a report on the frequency of requests for language assistance services, how the requests were met, whether language assistance services were requested in languages other than the required seven, and how the government entity intends to notify the limited-English proficient populations of the available language assistance services; (4) how the government entity documents the actual provision of language assistance services to individuals with limited-English proficiency; (5) a training plan for government entity employees who will be involved in the implementation of the bill which includes, at minimum, annual training on the language access policies of the government entity, how to provide language assistance services, and follow any applicable State and federal confidentially protocols; (6) a plan for how the agency will ensure the provision of language assistance services of the highest quality and in a culturally competent manner; (7) the manner and means by which the public may contact the entity's language access coordinator regarding language access issues; (8) the titles of all available translated documents and the languages into which they have been translated; (9) a website and document content describing the translation services, processes, and documents required by the bill; and (10) a plan for annual internal monitoring of the government entity's compliance with the bill.

Under the bill, if a State government entity already has a language access plan, the State government entity may continue to use that language access plan and may adjust that plan in accordance with the bill. A State government entity would be permitted to retain any additional languages already included in an existing language access plan. The bill also requires each State government entity that provides direct services to the public to designate a senior-level employee to serve as a language access coordinator to oversee the development and implementation of the entity's language access plan and compliance with the provisions of the bill.

The bill directs the Commissioner of Human Services, Attorney General, and Chief Technology Officer to provide guidance to the heads of State government entities and their respective language access coordinators in their implementation of the bill. The guidelines would include, but may not be limited to, production and distribution of "I Speak" cards; solicitation of feedback from various communities and stakeholders; development and transmission of an annual report, the first of which would be issued on January 10, 2026; a periodic review of the requirements of the bill; development of language access

plan written guidance; and development of the list of seven languages that all State government entities must use in their implementation, which would be based on American Community Survey data and updated every year or every five years upon the release of that data.

Various provisions of current law may already require certain State government entities to provide certain documents and translation services to the public, most commonly in the Spanish language. However, under this bill, its provisions would not be interpreted to remove any requirements by any State entity to provide for direct in-person translation services to a member of the public, or for the translation of any materials in the Spanish language or any additional languages, as may be required by law. The bill would also not be interpreted to prevent a State government entity from providing interpretation and translation services to any limited-English proficient individuals who speak any language, even if that language is not among the seven most common non-English languages covered by the bill. Under the bill, failure to comply with its provisions would not give rise to a right of action against a State government entity, but nothing in the bill would be interpreted to impair or affect any right under the New Jersey Law Against Discrimination, P.L.1945, c.169 (C.10:5-1 et seq.), or any other obligation of a State government entity in the Executive Branch under State or federal law.

The bill takes effect immediately, but the required translations would be implemented on a rolling basis and would be completed no later than 12 months after the effective date of the bill for the five most common languages, and not later than 23 months after the effective date of the bill for the additional two most common languages and any other languages deemed necessary by the State government entity based on the populations served by the entity, except that any documents related to a public health emergency or state of emergency declared by the Governor after the effective date of the bill would be translated immediately.

As reported by the committee, Assembly Committee Substitute for Assembly Bill No. 3837 is identical to Senate Bill No. 2459 (2R), which was also reported by the committee on this date.

Press Pool Coverage: Governor Murphy Governor Murphy Signs Immigrants' Rights Legislation on January 12, 2024

01/12/2024

PRINT

Gov. Phil Murphy signed three bills in a room packed with immigrant advocacy groups in the Statehouse in Trenton Friday.

This was the second bill signing ceremony the governor held Friday, though it was much bigger than his morning event. With about 70 people in the audience of the media room, the governor appeared stunned when he entered.

He greeted the lawmakers sitting in the front row and shouted out some advocates in the audience of about 70 people.

He detailed the three bills he prepared to sign, calling them part of the "people's agenda." He also noted that his administration is highlighting just 11 bills out of the 109 passed during lame duck.

The first bill Murphy signed at the event changes how data is collected on residents who identify as members of the Asian-American/Pacific Islander (AAPI) community. The law requires state agencies to break down data collection into groups including Native Hawaiian, Middle Eastern, South Asian and Indian.

Murphy said the bill will "give folks the ability to stand up and be proud with a much more specific designation."

The second bill he signed was the Domestic Workers Bill of Rights, which was greeted with cheers and applause from the crowd. New Jersey's 50K domestic workers will have new standards for working conditions, wage protections, and required meal time and paid breaks.

"It's fair to say this is an overused phrase, but it's certainly true. I think they've been treated as second-class citizens, within the labor realm," Murphy said about domestic workers.

Dozens of advocates joined him at the desk for the bill signing, along with state officials like Sen. Richard Codey, prime sponsor of the legislation, and Labor Commissioner Robert Asaro-Angelo.

With the bill signed into law, New Jersey is the 11th state with a Domestic Workers Bill of Rights. Murphy said he was told this is the strongest Domestic Workers Bill of Rights in the country.

"This is now the law of the land," he said, holding a copy of the bill while taking photos with the advocates.

And New Jersey agencies and departments will be required to translate documents into the seven most spoken non-English languages in the state, under the third bill Murphy signed into law at the event Friday.

State agencies, departments, commissions, boards, bureaus, divisions and other officers providing direct services will now be required to translate "vital" materials. The law requires those materials be translated into languages including Spanish, Chinese (Mandarin and Cantonese), Arabic, Korean, and Gujarati.

Murphy joked he wanted the people receiving pens to thank him in different languages. People responded in Spanish, French, American Sign Language, Portuguese, Korean and more.

Following the signings, people lined up to take photos with him. The event lasted around 40 minutes.

According to the governor's office, the following people received pens:

Data disaggregation (A-3092wGR/S2415):

Assemblyman Sterley Stanley

Erik Cruz Morales, Policy and Advocacy Manager, New Jersey Alliance for Immigrant Justice

Anjali Mehrotra, 2023 Agent of Change, American Association of University Women of New Jersey (AAUW)

Dr. Jesselly De La Cruz, Executive Director, Latino Action Network Foundation

New Jersey Domestic Workers Bill of Rights Act (S723/A822)

Senator Britnee Timberlake

Assemblywoman Verlina Reynolds-Jackson

Robert Asaro-Angelo, Commissioner, New Jersey Department of Labor and Workforce Development

Jenn Stowe, Executive Director, National Domestic Workers Alliance

Jennifer Garcia Pelaez, Organizer and Outreach Strategist, New Labor

Diana Mejia, Founder, Wind of the Spirit Immigrant Resource Center

Steve Way, Actor and Founder, Hand in Hand

Narbada Chhetri, Director of Organizing and Programs, Adhikaar

(S2459/ACS for A3837)

Senator Teresa Ruiz

Assemblywoman Sadaf Jaffer

Senator Nilsa Cruz-Perez

Assemblywoman Ellen Park

Amy Torres, Executive Director, New Jersey Alliance for Immigrant Justice

Amol Sinha, Executive Director, American Civil Liberties Union of New Jersey (ACLU-NJ)

Charlene Walker, Executive Director, Faith in New Jersey

Nicole Rodriguez, President, New Jersey Policy Perspective

Amber Reed, President, AAPI Montclair

Sophie Nieto-Muñoz, NJ Monitor

PHOTO

[Phil Murphy | Flickr](#)

Rich Hundley, New Jersey Governor's Office

El gobernador Murphy firma la legislación sobre derechos de los inmigrantes para fortalecer los derechos de los trabajadores y reconocer a la diversidad de Nueva Jersey.

01/12/2024

TRENTON: El gobernador Phil Murphy firmó hoy una serie de proyectos de ley sobre los derechos de los inmigrantes para fortalecer los derechos de los trabajadores domésticos promover el acceso lingüístico a los servicios y beneficios del gobierno y comprender con precisión la diversidad de las comunidades de Nueva Jersey, basándose en el compromiso de la administración Murphy de construir un estado más justo e inclusivo para todos.

"En Nueva Jersey, nuestra mayor fortaleza yace en nuestra diversidad", dijo el gobernador Murphy. "Estas propuestas reconocen que las familias inmigrantes y las comunidades diversas de nuestro estado enriquecen nuestra identidad cultural, social y económica. Me siento orgulloso de firmar una legislación que apoya a los habitantes de Nueva Jersey que puedan alcanzar el sueño americano, acceder a los servicios gubernamentales y tener una representación adecuada en los datos y análisis que pueden informar nuestro trabajo".

El gobernador firmó los tres proyectos de ley siguientes:

S-723/A-822 (Codey/Timberlake, Jasey, Reynolds-Jackson): Crea la "Ley de derechos de las trabajadoras domésticas de Nueva Jersey".

S-2459/ACS for A-3837 (Ruiz, Pou, Cruz-Perez/Jaffer, Park, Stanley): Exige que las entidades gubernamentales estatales proporcionen documentos vitales y servicios de traducción en 15 de los siete idiomas ingleses más comunes.

A-3092wGR/S2415 (Stanley, Jaffer, Mukherji/Gopal, Ruiz): Exige que los organismos estatales actualicen los métodos de recopilación de datos demográficos sobre los residentes asiáticos, hawaianos nativos, isleños del Pacífico, de Oriente Medio, norteafricanos, del sur de Asia y de la diáspora india de este Estado.

"Las barreras lingüísticas impiden que las comunidades de inmigrantes de Nueva Jersey accedan a los programas gubernamentales y a la información, servicios y protecciones laborales importantes cuando hacen de nuestro Estado su hogar. Las nuevas leyes promulgadas hoy por el gobernador Murphy eliminarán estas barreras y fortalecerán el compromiso de Nueva Jersey de apoyar y fomentar la confianza con las comunidades a las que servimos". NJ Human Services agradece al gobernador Murphy y a nuestros socios legislativos las puertas que estas nuevas leyes abrirán", **declaró Johanna Calle, directora de la Oficina de Nuevos Americanos de NJ Human Services.**

"Aplaudo al gobernador Murphy y a la Legislatura por demostrar una vez más su compromiso continuo para hacer de Nueva Jersey un lugar de inclusión, donde reconocemos, respetamos y protegemos los derechos de todos". Superar las barreras lingüísticas y garantizar los derechos civiles de los trabajadores del hogar son dos etapas importantes en el camino", **afirmó el fiscal general Matthew J. Platkin.** "La Carta de Derechos de las Trabajadoras Domésticas pone remedio a un legado histórico de prejuicios raciales que conlleva la exclusión de las trabajadoras domésticas de nuestras leyes sobre salarios y horarios. Y aumentar el acceso lingüístico a servicios gubernamentales vitales ayudará a mantener a nuestros residentes seguros, sanos y debidamente informados".

"Nos hemos comprometido a hacer de Nueva Jersey el mejor estado para las trabajadoras. Esta ley es otro paso adelante para garantizar que todos los trabajadores, especialmente los que pueden ser vulnerables, marginados o pasar desapercibidos, gocen de nuestras rigurosas protecciones y generosas prestaciones", **afirmó el comisario de trabajo, Rob Asaro-Angelo.**

La Ley de Carta de Derechos de los Trabajadores Domésticos de Nueva Jersey (S-723/A-822) establece una amplia gama de derechos y protecciones laborales para las trabajadoras domésticas.

La legislación que ha firmado hoy el gobernador Murphy otorga a las trabajadoras domésticas derechos contra la discriminación y el acoso, protecciones de salud y seguridad, y derechos de privacidad. Asimismo, suprime la actual exclusión de determinados trabajadores domésticos de la Ley de Salarios y Horas del Estado de Nueva Jersey, requiere que las trabajadoras domésticas celebren un contrato por escrito con la trabajadora doméstica, impone requisitos relativos a los tiempos de descanso y pausas para comer, y exige que los empleadores notifiquen con suficiente antelación a las trabajadoras domésticas antes de su despido. El proyecto de ley también establece sanciones por incumplimiento de sus disposiciones, incluidas sanciones contra las represalias del empleador, y exige a los empleadores que notifiquen a las trabajadoras domésticas sus derechos.

"Las trabajadoras domésticas mantienen aproximadamente a un tercio de las familias de Nueva Jersey, y solo se espera que la demanda de su trabajo aumente a medida que el envejece. A pesar de sus servicios esenciales, se les ha excluido de muchas leyes de protección laboral, lo que permite que muchos de los aproximadamente 50,000 trabajadoras domésticas de Nueva Jersey sean víctimas de robo de salarios, intimidación por parte de los empleadores, así como de la denegación de descansos y comidas básicas", **dijo el exgobernador Codey.** "La firma de esta legislación dará a estas trabajadoras esenciales las protecciones legales y los derechos que cada trabajadora merece, y ayudará a prevenir los abusos patronales a los que a menudo se enfrentan".

"Esta ley establece derechos legales básicos para las 50,000 trabajadoras de Nueva Jersey, muchas de las cuales sufren de robo salarial, denegación de descansos y falta de pago por enfermedad", **dijo la senadora y exasambleísta Britnee Timberlake.** "Las trabajadoras domésticas cuidan de familias y hogares en todo nuestro estado. Merecen derechos básicos y dignidad. En honor a mi abuela, Mary L. Whitely, trabajadora doméstica de profesión que cuidó a innumerables niños y trabajó largas y duras horas, me llena de orgullo mi proyecto de ley convertido en tal."

"Esta ley garantizará los derechos fundamentales de una comunidad desatendida desde hace mucho tiempo", **dijo la exasambleísta Mila Jasey.** "Esta ley también garantizará que los empleadores sean conscientes de sus responsabilidades y los empleadores sean conscientes de sus derechos. Además, incluye disposiciones para apoyar a las autoridades locales estatales en la aplicación de la ley".

"Ninguna trabajadora de Nueva Jersey debe sufrir abusos o discriminación", **dijo la asambleísta Verlina Reynolds-Jackson.** "Esta ley protegerá a las personas vulnerables, con cuidadores de niños y los trabajadores domésticos internos. Tendrá una enorme repercusión en su vida cotidiana y ofrecerá una medida de justicia para esta fuerza laboral, compuesta en su inmensa mayoría por mujeres".

La iniciativa S-2459/ACS para A-3837 exige a las entidades gubernamentales estatales del Poder Ejecutivo que presten servicios directos al público la traducción de documentos e información vitales, incluyendo documentos públicos como formularios e instrucciones que se proporcionan a personas con un dominio limitado del inglés en este Estado en, al menos, los siete idiomas más comunes distintos del inglés hablados según los datos de la Encuesta Comunitaria, y que son pertinentes para los servicios ofrecidos por cada entidad gubernamental estatal.

El proyecto de ley entra en vigor inmediatamente, pero las traducciones requeridas se aplicarán de forma continua, con traducciones en todos los idiomas requeridos completadas más tarde 23 meses después de la fecha de entrada en vigor del proyecto de ley. Asimismo, el proyecto de ley exige que cada entidad de la Administración estatal que ofrezca servicios directos al público desarrolle y ejecute planes de acceso lingüístico que incluyan una evaluación de las necesidades de traducción de los ciudadanos con conocimientos limitados de inglés y un plan para ofrecer servicios de traducción a quienes los necesiten.

"Esta legislación eliminará la barrera del idioma que enfrentan tantas de nuestras comunidades al asegurar que todas las entidades estatales estén preparadas para asistir a nuestros residentes sin importar el idioma que hablen", **dijo el líder de la mayoría Ruiz.** "Ahora que el gobernador Murphy ha firmado este proyecto de ley, cuando las personas con necesidades, y especialmente en crisis, podrán conectarse a los recursos disponibles para ellos. Esto se puso aún más de relieve durante la pandemia, cuando vimos diversos obstáculos que impedían a las personas acceder a la información gubernamental en tiempo real y a los servicios gubernamentales habituales. Es un paso para cerrar esa brecha

acceso fundamental".

"Tratar con agencias estatales y solicitudes formales puede resultar confuso para los hablantes nativos, pero se convierte en un desafío mucho mayor cuando la información densa presenta en un idioma que no conoces bien", **dijo la senadora Nellie Pou, presidenta del Legislative Latino Caucus.** "Esta legislación asegurará que los residentes tengan el acceso a documentos esenciales en su primera lengua, para que no tengan que recurrir a otros para conectarlos con los servicios que necesitan".

Traducir para los padres es simplemente una parte de la vida para muchos niños de primera generación, pero como uno de los estados más diversos del país nuestros residentes merecen algo mejor", **dijo la senadora Cruz-Perez.** "Esta ley ayudará a garantizar que no dependamos de los niños para conectar a las familias con los recursos que salvan vida

"Como estado que se enorgullece de su rica diversidad, Nueva Jersey se compromete a garantizar que todo el mundo tenga el mejor acceso posible a los servicios gubernamentales", **expresó la exasambleísta Sadaf Jaffer.** "Ampliar estos documentos y servicios de traducción más allá del inglés y brindarlos en varios de los idiomas más hablados es extremadamente oportuno e importante."

"La diversidad es uno de los mayores activos de Garden State y prácticamente un tercio de los habitantes de Nueva Jersey de cinco años en adelante hablan un idioma distinto de inglés", **dijo la asambleísta Ellen Park.** "Al exigir que los documentos esenciales y otras informaciones estén disponibles en siete de los idiomas más hablados, que no sean inglés Nueva Jersey garantizará que el acceso a los servicios públicos se determine por la elegibilidad, no por el dominio del idioma, y no podría estar más orgulloso de ver este proyecto ahora convertido en ley"

"Aquí en Nueva Jersey nos enorgullecemos de nuestra diversidad, por lo que estoy muy orgulloso de estar con el gobernador y mis colegas en la legislatura, ya que reconocemos nuestra responsabilidad de asegurar que nuestro estado no abdique de su responsabilidad de servir a todos los habitantes de Nueva Jersey, independientemente del idioma que hablen, asegurándonos de que todos los formularios y documentos sean accesibles a cada habitante de Nueva Jersey," **dijo el asambleísta Sterley Stanley.**

La A-3092wGR/S2415 exigirá que las agencias estatales actualicen sus métodos de recolección de datos demográficos e informes para que reflejen de manera más precisa la identidad única de las comunidades de origen asiático americano, hawaiano nativo e isleño del Pacífico (AANHPI), de Medio Oriente y norte de África (MENA) y las diásporas surasiáticas y de la India. Este desglose de los datos demográficos ayudará a los organismos estatales a tener en cuenta las diferencias socioeconómicas propias de la ascendencia de una persona, lo que redundará en una mejora de la administración de los programas gubernamentales y en una elaboración de políticas mejor informadas. Las comunidades AANHPI, MENA y de la diáspora del sur de Asia e India son de vital importancia en Nueva Jersey, y casi un millón de estadounidenses de origen asiático, hawaianos nativos e isleños del Pacífico residen en el Estado.

La Asamblea Legislativa se mostró de acuerdo con el veto condicional del gobernador a una versión anterior de la legislación. El gobernador recomendó cambios para dar a los organismos estatales la flexibilidad necesaria para cumplir con cualquier práctica distinta de recogida de datos y presentación de informes exigida por las leyes, reglamentos, programas o encuestas federales, y para tener en cuenta la evolución de las normas y orientaciones que pueden publicar en el futuro la Oficina Federal de Administración y Presupuesto o la Oficina del Censo de los Estados Unidos.

"Una democracia representativa y justa exige el reconocimiento y validación de las contribuciones y las necesidades de las comunidades diversas que tenemos en el Estado. Jard agregó el líder de la mayoría del Senado Ruiz". Ahora que podremos recabar datos más precisos, podemos tomar el pulso a las necesidades específicas de todas las personas de Nueva Jersey."

"Nuestro estado ha sido durante mucho tiempo un crisol cultural y étnico, que acoge a nuevos inmigrantes de todo el mundo. A medida que más y más variados grupos raciales y étnicos siguen llegando a Nueva Jersey, los organismos estatales deben revisar y, cuando sea necesario, ajustar los métodos de recopilación de datos para que reflejen la información demográfica de estos recién llegados, con el fin de ayudar a los organismos a satisfacer sus necesidades específicas a medida que surjan", **afirmó el senador Vin Gopal.**

"Los datos agregados pueden ocultar las desigualdades sanitarias en las comunidades asiático-americanas y en otras comunidades y frustrar los esfuerzos por eliminar las barreras de acceso a los recursos", **declaró el senador Raj Mukherji, presidente electo del Grupo Nacional de Legisladores Estatales Asiático-Americanos del Pacífico.** "Al aceptar la riqueza de nuestra diversidad y desglosar los datos, nuestro estado estará facultado para impulsar políticas basadas en pruebas y tomar decisiones informadas que reflejen las necesidades y aspiraciones de nuestras diversas comunidades".

"Mediante la recopilación de datos demográficos de una forma más matizada y precisa, podemos crear políticas más específicas y eficaces, amplificando las voces de las poblaciones a menudo subrepresentadas", **agregó la exasambleísta Sadaf Jaffer.** "La aprobación de este proyecto de ley ayudará a servir realmente a nuestra comunidad, en particular a atender las necesidades de los residentes con antecedentes de las comunidades de Oriente Medio, Norte de África y asiático-americana, que son muy diversas y requieren métodos de recopilación de datos más granulares."

"Como uno de los arquitectos de este proyecto de ley, me siento increíblemente agradecido de unirme al gobernador Murphy en la firma de esta importante ley", **continuó el asambleísta Sterley Stanley.** "En Nueva Jersey y muchos otros estados del país, innumerable cantidad de norteamericanos son prácticamente invisibles por la desafortunada mezcla general en que recopilamos y comunicamos los datos demográficos. Por eso me enorgullece sumarme al Gobernador y a mis colegas de la legislatura en el reconocimiento de nuestra responsabilidad de garantizar que ningún ciudadano de Nueva Jersey quede sin ser censado, al exigir a los organismos estatales que actualicen sus métodos de recopilación de datos demográficos para que todos los ciudadanos de Nueva Jersey puedan sentirse reconocidos y seguros".

"Estos tres proyectos de ley envían un mensaje alto y claro: Nueva Jersey es un hogar orgulloso de sus inmigrantes. Con las bases que sientan estos proyectos de ley, algún día tendremos una Nueva Jersey en la que nadie dude en defender sus derechos por barreras lingüísticas. Sería una Nueva Jersey en la que los niños ya no sean los principales traductores de hogares enteros o en la que nuestras poblaciones de más rápido crecimiento no sean borradas o excluidas por culpa de datos mal recopilados. Hoy, Nueva Jersey reafirma que no solo los inmigrantes son bienvenidos aquí, sino que todos los habitantes de Nueva Jersey merecen un Estado que hable por todos nosotros", **declaró Amy Torre, directora ejecutiva de la Alianza de Nueva Jersey para la Justicia con los Inmigrantes.** Al margen de los cambios transformadores que aportan estas políticas, destaca la fuerza con la que se ganaron las campañas a favor de estos proyectos de ley. Hoy es una victoria histórica por y para los inmigrantes: desde las comunidades que alzaron la voz cuando se sintieron borradas y silenciadas, hasta nuestros legisladores defensores que centraron la experiencia propia, la de sus familias y la de sus electores para llevar estos proyectos de ley a la mesa del Gobernador. Agradecemos mucho a las muchas voces que han colaborado en esta lucha, y especialmente a la oficina del Gobernador por haberlas convertido en ley

"Como uno de los estados más diversos del país, donde uno de cada cuatro residentes es inmigrante, Nueva Jersey tiene la responsabilidad de proteger y garantizar los derechos de bienestar de nuestras comunidades de inmigrantes", **afirmó el director ejecutivo de la ACLU de Nueva Jersey, Amol Sinha.** La legislación firmada hoy por el gobernador Murphy significa el compromiso de Nueva Jersey con esta responsabilidad y subraya las necesidades de la comunidad: ampliar el acceso al idioma es imperativo para que nuestros funcionarios estatales se comuniquen con los electores y construyan confianza; proteger los derechos de las trabajadoras domésticas ayudará a garantizar la seguridad de algunas de las más vulnerables en nuestra fuerza laboral; y exigir la recopilación de datos demográficos desglosados es un paso importante hacia la equidad, en particular dentro de nuestras comunidades AAPI y MENA, que tienen experiencias y necesidades diversas y variadas. En una época en la que la retórica antiinmigrante va en aumento, Nueva Jersey está adoptando una postura. Elogiamos al gobernador Murphy y a los patrocinadores del proyecto de ley por tomar medidas para garantizar que Nueva Jersey sea justa y acogedora para todos los que la llaman hogar".

"Al recibir el nuevo año, hoy es un día especial y transformador para las trabajadoras domésticas en Nueva Jersey. La Carta de Derechos de las Trabajadoras Domésticas de Nueva Jersey es algo más que una ley; es una auténtica muestra de respeto por la dignidad y el valioso trabajo de las trabajadoras domésticas", **dijo Jenn Stowe, directora ejecutiva de la National Domestic Workers Alliance (NDWA).** Nos sentimos increíblemente emocionados de que la firma del gobernador Phil Murphy haya promulgado oficialmente la Carta de Derechos de las Trabajadoras Domésticas de Nueva Jersey, ofreciendo protecciones equitativas en el lugar de trabajo para las trabajadoras domésticas, que hacen posible todo el resto del trabajo. Se trata de una gran victoria no solo para las trabajadoras domésticas de Nueva Jersey, sino también de un rayo de esperanza para las trabajadoras domésticas en todo el país, que merecen trabajar con la protección, la dignidad y el respeto que legítimamente merecen. La aprobación de este proyecto de ley es un testimonio de lo que puede lograrse cuando los organizadores, las trabajadoras domésticas y nuestros socios se unen para hacer realidad un cambio histórico".

"Como trabajadora de atención domiciliar y organizadora en Nueva Jersey, la firma hoy de la Carta de Derechos de las Trabajadoras Domésticas de Nueva Jersey me llena de un inmenso orgullo y esperanza", **declaró Evelyn Saz, una extrabajadora de atención domiciliar y organizadora de atención domiciliar de la NDWA en Nueva Jersey.** "Esta legislación no es sólo un documento legal; es un testimonio de la fuerza y la resistencia de las trabajadoras domésticas que durante mucho tiempo han sufrido infravaloración y

desprotección. Mi viaje, desde los retos a los que me enfrenté en El Salvador hasta las luchas como trabajadora doméstica en Nueva Jersey, me ha demostrado la importancia de defender nuestros derechos y nuestra dignidad. Este proyecto de ley es un paso fundamental hacia la justicia, no sólo para nosotras en Nueva Jersey, sino para las trabajadoras domésticas de todo el país. Merecemos trabajar con protecciones, con dignidad y el respeto que nos hemos ganado por derecho. Esta victoria es para todas las trabajadoras domésticas que han cuidado a otros incansablemente mientras soportan injusticias en silencio. Hoy, celebramos nuestra fuerza colectiva y el futuro más prometedor que nos espere todos."

"El conjunto de proyectos de ley que el gobernador Murphy firmó hoy es fundamental para avanzar en la causa de la justicia y la equidad para las comunidades de color en el entorno laboral y en sus interacciones con el gobierno," dijo la **Dra. Jesselly De La Cruz, directora ejecutiva de la Fundación Latino Action Network**. "La comunidad latina en nuestro estado se verá enormemente beneficiada por las protecciones previstas en la Carta de Derechos de las Trabajadoras Domésticas de Nueva Jersey, que protegerá de la discriminación a las ayudantes domésticas, a las empleadas de servicio de limpieza y a otras personas. Al mismo tiempo, estas leyes aseguran que los latinos y otras comunidades inmigrantes tengan un mayor acceso al gobierno gracias a la disponibilidad de intérpretes y que el estado disponga de los datos demográficos que necesita para tomar decisiones informadas sobre cómo afectan las políticas gubernamentales a las comunidades de color. Queremos agradecer el liderazgo del gobernador Murphy y de los patrocinadores de estos proyectos de ley por sus incansables esfuerzos para hacer de Nueva Jersey un estado más justo."

"Como grupo musulmán de derechos civiles que representa una notable población que no habla inglés, nos ilusiona que el gobernador haya firmado el inicio del S-2459/ACS par 3837. Esto significa que nuestros padres, nuestros hermanos y nuestros amigos que tal vez no dominen el inglés podrán sentirse capacitados para hacer preguntas y valerse por sí mismos en sus experiencias en hospitales, escuelas, oficinas gubernamentales y más", señaló **Selaedin Maksut, director ejecutivo de CAIR-NJ**. "El desglose de datos lleva mucho tiempo afectando a la comunidad musulmana de Nueva Jersey. Cuando no nos ven, no nos ayudan. Tenemos la esperanza de que la ley A-3092wGR/S2415 contribuya a garantizar que las comunidades musulmanas (especialmente los sectores de nuestra población que durante mucho tiempo han sido catalogados como "blancos") reciban los servicios que necesitan para prosperar y sobresalir. Estos avances no habrían sido posibles sin el apoyo de nuestros aliados en la legislatura y de nuestros amigos y compañeros de la Alianza Nueva Jersey por la Justicia de los Inmigrantes, entre otros".

"La Ley de la Carta de Derechos de las Trabajadoras Domésticas de Nueva Jersey es una legislación muy importante, ya que aporta derechos muy esperados a una industria compuesta principalmente por mujeres de color con bajos ingresos e inmigrantes", declaró **Diana Mejía, de Wind of the Spirit**. "Wind of the Spirit fue fundada hace 23 años y en todos estos años su membresía ha estado compuesta por una mayoría de trabajadoras domésticas que luchan por los Derechos Humanos básicos y la Dignidad. Esta legislación ayudará a cerrar la brecha entre las trabajadoras con y sin derechos. Wind of the Spirit elogia a la legislatura y al gobernador por lograr esto y a todos los miembros de la comunidad que trabajaron arduamente durante varios años para que llegáramos a este momento histórico."

"Casi una cuarta parte de la población de Nueva Jersey está compuesta por inmigrantes en comunidades que representan una importante diversidad geográfica y lingüística," dijo **Anjali Mehrotra, comisionada de la Comisión AAPI de Nueva Jersey**. "Mejorar la recolección de datos y dar mejor acceso a los servicios para estas comunidades es esencial para crear un estado realmente acogedor. Le agradecemos al gobernador y a todos nuestros patrocinadores en la legislatura: los senadores Gopal, Ruiz, Pou y Cruz-Pérez, y los miembros de la Asamblea Stanley, Mukherji, Jaffer y Park por defender estas medidas. Las leyes que serán firmadas hoy asegurarán que se recopile y comunique información sobre cada una de nuestras comunidades para que nadie quede al margen de la solución y que el idioma no sea un obstáculo para acceder a los servicios disponibles."

"Hoy en día, Nueva Jersey da un gran paso adelante para garantizar que su comunidad de 1.1 millones de asiáticos americanos e isleños del Pacífico sea vista, escuchada y comprendida", indicó **Amber Reed, presidenta de AAPI Nueva Jersey**. Cuando estas leyes se implementen efectivamente, nuestra seguridad, salud, prosperidad, y bienestar aumentarán, al tiempo que enviarán un mensaje a todos de que pertenecemos aquí y somos importantes. Estamos agradecidos al gobernador Murphy, a la Legislatura y a la coalición interracial liderada por inmigrantes que hicieron realidad esta legislación histórica."

"Estas piezas críticas de la legislación ayudarán al gobierno estatal a servir mejor a las diversas comunidades de Nueva Jersey y proteger los derechos de aquellos que a menudo pasan por alto", declaró **Marleina Ubel, analista principal de políticas de New Jersey Policy Perspective (NJPP)**. "Y lo que es más importante, al apoyar estos proyectos de ley el gobernador Murphy se asegura de que el estado cumpla con nuestros valores al cuidar de cada residente, sin importar su idioma o su lugar de origen. Con políticas como esta se fomenta un estado más inclusivo, y el gobernador y los patrocinadores de este proyecto de ley merecen un gran reconocimiento por todo su trabajo en torno al acceso al idioma, el desglose de datos y la declaración de derechos de las trabajadoras domésticas."

"La declaración de derechos de las trabajadoras domésticas es fundamental, ya que necesitamos que se nos notifique cuándo dejamos de ser necesarias, porque mi vida puede cambiar en un instante", declaró **Elda Vargas, trabajadora doméstica y líder del Comité de Trabajadoras Domésticas de New Labor**. "Ahora tenemos las protecciones contempladas en la ley que puedo utilizar para luchar por mis derechos y tener tranquilidad y tiempo para buscar un nuevo trabajo. También tengo pausas para comer y descansar ¡Podré hacer mi mejor esfuerzo!"

"Felicitó al gobernador Murphy, a los patrocinadores de estos proyectos de ley vitales y a la legislatura por mostrar al resto del país cómo un estado puede amar verdaderamente al prójimo construyendo una Nueva Jersey más justa y acogedora para las familias inmigrantes. Al eliminar las barreras del idioma, los seres queridos pueden empezar a prosperar y participar de lleno en su comunidad. El desglose de datos dará visibilidad a las historias, a menudo invisibles de quiénes son los habitantes de Nueva Jersey, a qué retos se enfrentan y nos ayudará a trazar un camino inclusivo hacia el futuro. Mientras que la Carta de Derechos de las Trabajadoras Domésticas ofrece protección vital para las mujeres negras y mor que son la columna vertebral del cuidado y el apoyo doméstico en todo el estado. Estos proyectos de ley honran el valor y la dignidad inherentes de los habitantes de Nueva Jersey son un paso importante en el camino hacia una Nueva Jersey de la que todos podamos sentirnos orgullosos", señaló **Charlene Walker, directora ejecutiva de Faith en Nueva Jersey**.