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**REPORTS:** No

**HEARINGS:** No

**NEWSPAPER ARTICLES:** Yes

"Undoing Christie's veto, Murphy signs new equal-pay law," Associated Press State Wire: New Jersey, 4-24-2018

"Undoing Christie's veto, Murphy signs new equal-pay law," Associated Press: Cherry Hill Metro Area, 4-24-2018

"Closing the gender pay gap in New Jersey," The Record, 4-24-2018

"Gov. Phil Murphy made history Tuesday as he signed," Burlington County Times, 4-25-2018

"Murphy signs equal pay legislation," Burlington County Times, 4-25-2018

"N.J. now has the strongest equal pay law in America," The Jersey Journal, 4-25-2018

"Murphy signs equal pay legislation," NJBIZ, 4-25-2018

"Murphy signs equal pay bill – law could set 'standard' for wage practices in US," The Record, 4-25-2018

"New law is a giant step for equal pay – Landmark bill-signing gives N.J. the nation's strongest effort to cut into salary gap," South Jersey Times, 4-25-18

"Landmark bill-signing gives N.J. the strongest equal pay law in nation," The Star-Ledger, 4-25-2018

"Signing gives N.J. strongest equal-pay law in the nation," Hunterdon County Democrat, 4-26-2018

LAW/RWH

P.L. 2018, CHAPTER 9, *approved April 24, 2018*  
Senate, No. 104 (*Second Reprint*)

1 AN ACT concerning equal pay <sup>1</sup>**[for women]**<sup>1</sup> and employment  
2 discrimination, requiring public contractors to report certain  
3 employment information, amending P.L.1945, c.169, and  
4 supplementing P.L.1952, c.9 (C.34:11-56.1 et seq.).  
5

6 **BE IT ENACTED** by the Senate and General Assembly of the State  
7 of New Jersey:  
8

9 <sup>2</sup>1. (New section) This act shall be known and may be cited as  
10 the “Diane B. Allen Equal Pay Act.”<sup>2</sup>  
11

12 <sup>2</sup>**[1.]** <sup>2</sup>2.<sup>2</sup> Section 11 of P.L.1945, c.169 (C.10:5-12) is amended  
13 to read as follows:

14 11. It shall be an unlawful employment practice, or, as the case  
15 may be, an unlawful discrimination:

16 a. For an employer, because of the race, creed, color, national  
17 origin, ancestry, age, marital status, civil union status, domestic  
18 partnership status, affectional or sexual orientation, genetic  
19 information, pregnancy or breastfeeding, sex, gender identity or  
20 expression, disability or atypical hereditary cellular or blood trait of  
21 any individual, or because of the liability for service in the Armed  
22 Forces of the United States or the nationality of any individual, or  
23 because of the refusal to submit to a genetic test or make available  
24 the results of a genetic test to an employer, to refuse to hire or  
25 employ or to bar or to discharge or require to retire, unless justified  
26 by lawful considerations other than age, from employment such  
27 individual or to discriminate against such individual in  
28 compensation or in terms, conditions or privileges of employment;  
29 provided, however, it shall not be an unlawful employment practice  
30 to refuse to accept for employment an applicant who has received a  
31 notice of induction or orders to report for active duty in the armed  
32 forces; provided further that nothing herein contained shall be  
33 construed to bar an employer from refusing to accept for  
34 employment any person on the basis of sex in those certain  
35 circumstances where sex is a bona fide occupational qualification,  
36 reasonably necessary to the normal operation of the particular

**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:**

<sup>1</sup>**Senate SLA committee amendments adopted March 5, 2018.**

<sup>2</sup>**Senate SBA committee amendments adopted March 13, 2018.**

1 business or enterprise; provided further that nothing herein  
2 contained shall be construed to bar an employer from refusing to  
3 accept for employment or to promote any person over 70 years of  
4 age; provided further that it shall not be an unlawful employment  
5 practice for a club exclusively social or fraternal to use club  
6 membership as a uniform qualification for employment, or for a  
7 religious association or organization to utilize religious affiliation  
8 as a uniform qualification in the employment of clergy, religious  
9 teachers or other employees engaged in the religious activities of  
10 the association or organization, or in following the tenets of its  
11 religion in establishing and utilizing criteria for employment of an  
12 employee; provided further, that it shall not be an unlawful  
13 employment practice to require the retirement of any employee  
14 who, for the two-year period immediately before retirement, is  
15 employed in a bona fide executive or a high policy-making position,  
16 if that employee is entitled to an immediate non-forfeitable annual  
17 retirement benefit from a pension, profit sharing, savings or  
18 deferred retirement plan, or any combination of those plans, of the  
19 employer of that employee which equals in the aggregate at least  
20 \$27,000.00; and provided further that an employer may restrict  
21 employment to citizens of the United States where such restriction  
22 is required by federal law or is otherwise necessary to protect the  
23 national interest.

24 The provisions of subsections a. and b. of section 57 of  
25 P.L.2003, c.246 (C.34:11A-20), and the provisions of section 58 of  
26 P.L.2003, c.246 (C.26:8A-11), shall not be deemed to be an  
27 unlawful discrimination under P.L.1945, c.169 (C.10:5-1 et seq.).

28 For the purposes of this subsection, a "bona fide executive" is a  
29 top level employee who exercises substantial executive authority  
30 over a significant number of employees and a large volume of  
31 business. A "high policy-making position" is a position in which a  
32 person plays a significant role in developing policy and in  
33 recommending the implementation thereof.

34 For the purposes of this subsection, an unlawful employment  
35 practice occurs, with respect to discrimination in compensation or  
36 in the financial terms or conditions of employment, each occasion  
37 that an individual is affected by application of a discriminatory  
38 compensation decision or other practice, including, but not limited  
39 to, each occasion that wages, benefits, or other compensation are  
40 paid, resulting in whole or in part from the decision or other  
41 practice.

42 In addition to any other relief authorized by the "Law Against  
43 Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.) for  
44 discrimination in compensation or in the financial terms or  
45 conditions of employment, liability shall accrue and an aggrieved  
46 person may obtain relief for back pay for the entire period of time <sup>2</sup>,  
47 except not more than six years, <sup>2</sup> in which the violation with regard  
48 to discrimination in compensation or in the financial terms or

1 conditions of employment has been continuous, if the violation  
2 continues to occur within the statute of limitations.

3 Nothing in this subsection shall prohibit the application of the  
4 doctrine of “continuing violation” or the “discovery rule” to any  
5 appropriate claim as those doctrines currently exist in New Jersey  
6 common law. It shall be an unlawful employment practice to  
7 require employees or prospective employees to consent to a  
8 shortened statute of limitations or to waive any of the protections  
9 provided by the “Law Against Discrimination,” P.L.1945, c.169  
10 (C.10:5-1 et seq.).

11 b. For a labor organization, because of the race, creed, color,  
12 national origin, ancestry, age, marital status, civil union status,  
13 domestic partnership status, affectional or sexual orientation,  
14 gender identity or expression, disability, pregnancy or  
15 breastfeeding, or sex of any individual, or because of the liability  
16 for service in the Armed Forces of the United States or nationality  
17 of any individual, to exclude or to expel from its membership such  
18 individual or to discriminate in any way against any of its members,  
19 against any applicant for, or individual included in, any apprentice  
20 or other training program or against any employer or any individual  
21 employed by an employer; provided, however, that nothing herein  
22 contained shall be construed to bar a labor organization from  
23 excluding from its apprentice or other training programs any person  
24 on the basis of sex in those certain circumstances where sex is a  
25 bona fide occupational qualification reasonably necessary to the  
26 normal operation of the particular apprentice or other training  
27 program.

28 c. For any employer or employment agency to print or circulate  
29 or cause to be printed or circulated any statement, advertisement or  
30 publication, or to use any form of application for employment, or to  
31 make an inquiry in connection with prospective employment, which  
32 expresses, directly or indirectly, any limitation, specification or  
33 discrimination as to race, creed, color, national origin, ancestry,  
34 age, marital status, civil union status, domestic partnership status,  
35 affectional or sexual orientation, gender identity or expression,  
36 disability, nationality, pregnancy or breastfeeding, or sex or liability  
37 of any applicant for employment for service in the Armed Forces of  
38 the United States, or any intent to make any such limitation,  
39 specification or discrimination, unless based upon a bona fide  
40 occupational qualification.

41 d. For any person to take reprisals against any person because  
42 that person has opposed any practices or acts forbidden under this  
43 act or because that person has sought legal advice regarding rights  
44 under this act, shared relevant information with legal counsel,  
45 shared information with a governmental entity, or filed a complaint,  
46 testified or assisted in any proceeding under this act or to coerce,  
47 intimidate, threaten or interfere with any person in the exercise or  
48 enjoyment of, or on account of that person having aided or

1 encouraged any other person in the exercise or enjoyment of, any  
2 right granted or protected by this act.

3 e. For any person, whether an employer or an employee or not,  
4 to aid, abet, incite, compel or coerce the doing of any of the acts  
5 forbidden under this act, or to attempt to do so.

6 f. (1) For any owner, lessee, proprietor, manager,  
7 superintendent, agent, or employee of any place of public  
8 accommodation directly or indirectly to refuse, withhold from or  
9 deny to any person any of the accommodations, advantages,  
10 facilities or privileges thereof, or to discriminate against any person  
11 in the furnishing thereof, or directly or indirectly to publish,  
12 circulate, issue, display, post or mail any written or printed  
13 communication, notice, or advertisement to the effect that any of  
14 the accommodations, advantages, facilities, or privileges of any  
15 such place will be refused, withheld from, or denied to any person  
16 on account of the race, creed, color, national origin, ancestry,  
17 marital status, civil union status, domestic partnership status,  
18 pregnancy or breastfeeding, sex, gender identity or expression,  
19 affectional or sexual orientation, disability, liability for service in  
20 the Armed Forces of the United States or nationality of such person,  
21 or that the patronage or custom thereat of any person of any  
22 particular race, creed, color, national origin, ancestry, marital status,  
23 civil union status, domestic partnership status, pregnancy or  
24 breastfeeding status, sex, gender identity or expression, affectional  
25 or sexual orientation, disability, liability for service in the Armed  
26 Forces of the United States or nationality is unwelcome,  
27 objectionable or not acceptable, desired or solicited, and the  
28 production of any such written or printed communication, notice or  
29 advertisement, purporting to relate to any such place and to be made  
30 by any owner, lessee, proprietor, superintendent or manager thereof,  
31 shall be presumptive evidence in any action that the same was  
32 authorized by such person; provided, however, that nothing  
33 contained herein shall be construed to bar any place of public  
34 accommodation which is in its nature reasonably restricted  
35 exclusively to individuals of one sex, and which shall include but  
36 not be limited to any summer camp, day camp, or resort camp,  
37 bathhouse, dressing room, swimming pool, gymnasium, comfort  
38 station, dispensary, clinic or hospital, or school or educational  
39 institution which is restricted exclusively to individuals of one sex,  
40 provided individuals shall be admitted based on their gender  
41 identity or expression, from refusing, withholding from or denying  
42 to any individual of the opposite sex any of the accommodations,  
43 advantages, facilities or privileges thereof on the basis of sex;  
44 provided further, that the foregoing limitation shall not apply to any  
45 restaurant as defined in R.S.33:1-1 or place where alcoholic  
46 beverages are served.

47 (2) Notwithstanding the definition of "a place of public  
48 accommodation" as set forth in subsection 1. of section 5 of

1 P.L.1945, c.169 (C.10:5-5), for any owner, lessee, proprietor,  
2 manager, superintendent, agent, or employee of any private club or  
3 association to directly or indirectly refuse, withhold from or deny to  
4 any individual who has been accepted as a club member and has  
5 contracted for or is otherwise entitled to full club membership any  
6 of the accommodations, advantages, facilities or privileges thereof,  
7 or to discriminate against any member in the furnishing thereof on  
8 account of the race, creed, color, national origin, ancestry, marital  
9 status, civil union status, domestic partnership status, pregnancy or  
10 breastfeeding, sex, gender identity, or expression, affectional or  
11 sexual orientation, disability, liability for service in the Armed  
12 Forces of the United States or nationality of such person.

13 In addition to the penalties otherwise provided for a violation of  
14 P.L.1945, c.169 (C.10:5-1 et seq.), if the violator of paragraph (2)  
15 of subsection f. of this section is the holder of an alcoholic beverage  
16 license issued under the provisions of R.S.33:1-12 for that private  
17 club or association, the matter shall be referred to the Director of  
18 the Division of Alcoholic Beverage Control who shall impose an  
19 appropriate penalty in accordance with the procedures set forth in  
20 R.S.33:1-31.

21 g. For any person, including but not limited to, any owner,  
22 lessee, sublessee, assignee or managing agent of, or other person  
23 having the right of ownership or possession of or the right to sell,  
24 rent, lease, assign, or sublease any real property or part or portion  
25 thereof, or any agent or employee of any of these:

26 (1) To refuse to sell, rent, lease, assign, or sublease or otherwise  
27 to deny to or withhold from any person or group of persons any real  
28 property or part or portion thereof because of race, creed, color,  
29 national origin, ancestry, marital status, civil union status, domestic  
30 partnership status, pregnancy or breastfeeding, sex, gender identity  
31 or expression, affectional or sexual orientation, familial status,  
32 disability, liability for service in the Armed Forces of the United  
33 States, nationality, or source of lawful income used for rental or  
34 mortgage payments;

35 (2) To discriminate against any person or group of persons  
36 because of race, creed, color, national origin, ancestry, marital  
37 status, civil union status, domestic partnership status, pregnancy or  
38 breastfeeding, sex, gender identity or expression, affectional or  
39 sexual orientation, familial status, disability, liability for service in  
40 the Armed Forces of the United States, nationality or source of  
41 lawful income used for rental or mortgage payments in the terms,  
42 conditions or privileges of the sale, rental or lease of any real  
43 property or part or portion thereof or in the furnishing of facilities  
44 or services in connection therewith;

45 (3) To print, publish, circulate, issue, display, post or mail, or  
46 cause to be printed, published, circulated, issued, displayed, posted  
47 or mailed any statement, advertisement, publication or sign, or to  
48 use any form of application for the purchase, rental, lease,

1 assignment or sublease of any real property or part or portion  
2 thereof, or to make any record or inquiry in connection with the  
3 prospective purchase, rental, lease, assignment, or sublease of any  
4 real property, or part or portion thereof which expresses, directly or  
5 indirectly, any limitation, specification or discrimination as to race,  
6 creed, color, national origin, ancestry, marital status, civil union  
7 status, domestic partnership status, pregnancy or breastfeeding, sex,  
8 gender identity, or expression, affectional or sexual orientation,  
9 familial status, disability, liability for service in the Armed Forces  
10 of the United States, nationality, or source of lawful income used  
11 for rental or mortgage payments, or any intent to make any such  
12 limitation, specification or discrimination, and the production of  
13 any such statement, advertisement, publicity, sign, form of  
14 application, record, or inquiry purporting to be made by any such  
15 person shall be presumptive evidence in any action that the same  
16 was authorized by such person; provided, however, that nothing  
17 contained in this subsection shall be construed to bar any person  
18 from refusing to sell, rent, lease, assign or sublease or from  
19 advertising or recording a qualification as to sex for any room,  
20 apartment, flat in a dwelling or residential facility which is planned  
21 exclusively for and occupied by individuals of one sex to any  
22 individual of the exclusively opposite sex on the basis of sex  
23 provided individuals shall be qualified based on their gender  
24 identity or expression;

25 (4) To refuse to sell, rent, lease, assign, or sublease or otherwise  
26 to deny to or withhold from any person or group of persons any real  
27 property or part or portion thereof because of the source of any  
28 lawful income received by the person or the source of any lawful  
29 rent payment to be paid for the real property; or

30 (5) To refuse to rent or lease any real property to another person  
31 because that person's family includes children under 18 years of  
32 age, or to make an agreement, rental or lease of any real property  
33 which provides that the agreement, rental or lease shall be rendered  
34 null and void upon the birth of a child. This paragraph shall not  
35 apply to housing for older persons as defined in subsection mm. of  
36 section 5 of P.L.1945, c.169 (C.10:5-5).

37 h. For any person, including but not limited to, any real estate  
38 broker, real estate salesperson, or employee or agent thereof:

39 (1) To refuse to sell, rent, assign, lease or sublease, or offer for  
40 sale, rental, lease, assignment, or sublease any real property or part  
41 or portion thereof to any person or group of persons or to refuse to  
42 negotiate for the sale, rental, lease, assignment, or sublease of any  
43 real property or part or portion thereof to any person or group of  
44 persons because of race, creed, color, national origin, ancestry,  
45 marital status, civil union status, domestic partnership status,  
46 familial status, pregnancy or breastfeeding, sex, gender identity or  
47 expression, affectional or sexual orientation, liability for service in  
48 the Armed Forces of the United States, disability, nationality, or



1 source of lawful income used for rental or mortgage payments, or to  
2 represent that any real property or portion thereof is not available  
3 for inspection, sale, rental, lease, assignment, or sublease when in  
4 fact it is so available, or otherwise to deny or withhold any real  
5 property or any part or portion of facilities thereof to or from any  
6 person or group of persons because of race, creed, color, national  
7 origin, ancestry, marital status, civil union status, domestic  
8 partnership status, familial status, pregnancy or breastfeeding, sex,  
9 gender identity or expression, affectional or sexual orientation,  
10 liability for service in the Armed Forces of the United States,  
11 disability or nationality;

12 (2) To discriminate against any person because of race, creed,  
13 color, national origin, ancestry, marital status, civil union status,  
14 domestic partnership status, familial status, pregnancy or  
15 breastfeeding, sex, gender identity or expression, affectional or  
16 sexual orientation, disability, nationality, or source of lawful  
17 income used for rental or mortgage payments in the terms,  
18 conditions or privileges of the sale, rental, lease, assignment or  
19 sublease of any real property or part or portion thereof or in the  
20 furnishing of facilities or services in connection therewith;

21 (3) To print, publish, circulate, issue, display, post, or mail, or  
22 cause to be printed, published, circulated, issued, displayed, posted  
23 or mailed any statement, advertisement, publication or sign, or to  
24 use any form of application for the purchase, rental, lease,  
25 assignment, or sublease of any real property or part or portion  
26 thereof or to make any record or inquiry in connection with the  
27 prospective purchase, rental, lease, assignment, or sublease of any  
28 real property or part or portion thereof which expresses, directly or  
29 indirectly, any limitation, specification or discrimination as to race,  
30 creed, color, national origin, ancestry, marital status, civil union  
31 status, domestic partnership status, familial status, pregnancy or  
32 breastfeeding, sex, gender identity or expression, affectional or  
33 sexual orientation, disability, liability for service in the Armed  
34 Forces of the United States, nationality, or source of lawful income  
35 used for rental or mortgage payments or any intent to make any  
36 such limitation, specification or discrimination, and the production  
37 of any such statement, advertisement, publicity, sign, form of  
38 application, record, or inquiry purporting to be made by any such  
39 person shall be presumptive evidence in any action that the same  
40 was authorized by such person; provided, however, that nothing  
41 contained in this subsection h., shall be construed to bar any person  
42 from refusing to sell, rent, lease, assign or sublease or from  
43 advertising or recording a qualification as to sex for any room,  
44 apartment, flat in a dwelling or residential facility which is planned  
45 exclusively for and occupied exclusively by individuals of one sex  
46 to any individual of the opposite sex on the basis of sex, provided  
47 individuals shall be qualified based on their gender identity or  
48 expression;

1 (4) To refuse to sell, rent, lease, assign, or sublease or otherwise  
2 to deny to or withhold from any person or group of persons any real  
3 property or part or portion thereof because of the source of any  
4 lawful income received by the person or the source of any lawful  
5 rent payment to be paid for the real property; or

6 (5) To refuse to rent or lease any real property to another person  
7 because that person's family includes children under 18 years of  
8 age, or to make an agreement, rental or lease of any real property  
9 which provides that the agreement, rental or lease shall be rendered  
10 null and void upon the birth of a child. This paragraph shall not  
11 apply to housing for older persons as defined in subsection mm. of  
12 section 5 of P.L.1945, c.169 (C.10:5-5).

13 i. For any person, bank, banking organization, mortgage  
14 company, insurance company or other financial institution, lender  
15 or credit institution involved in the making or purchasing of any  
16 loan or extension of credit, for whatever purpose, whether secured  
17 by residential real estate or not, including but not limited to  
18 financial assistance for the purchase, acquisition, construction,  
19 rehabilitation, repair or maintenance of any real property or part or  
20 portion thereof or any agent or employee thereof:

21 (1) To discriminate against any person or group of persons  
22 because of race, creed, color, national origin, ancestry, marital  
23 status, civil union status, domestic partnership status, pregnancy or  
24 breastfeeding, sex, gender identity or expression, affectional or  
25 sexual orientation, disability, liability for service in the Armed  
26 Forces of the United States, familial status or nationality, in the  
27 granting, withholding, extending, modifying, renewing, or  
28 purchasing, or in the fixing of the rates, terms, conditions or  
29 provisions of any such loan, extension of credit or financial  
30 assistance or purchase thereof or in the extension of services in  
31 connection therewith;

32 (2) To use any form of application for such loan, extension of  
33 credit or financial assistance or to make record or inquiry in  
34 connection with applications for any such loan, extension of credit  
35 or financial assistance which expresses, directly or indirectly, any  
36 limitation, specification or discrimination as to race, creed, color,  
37 national origin, ancestry, marital status, civil union status, domestic  
38 partnership status, pregnancy or breastfeeding, sex, gender identity  
39 or expression, affectional or sexual orientation, disability, liability  
40 for service in the Armed Forces of the United States, familial status  
41 or nationality or any intent to make any such limitation,  
42 specification or discrimination; unless otherwise required by law or  
43 regulation to retain or use such information;

44 (3) (Deleted by amendment, P.L.2003, c.180).

45 (4) To discriminate against any person or group of persons  
46 because of the source of any lawful income received by the person  
47 or the source of any lawful rent payment to be paid for the real  
48 property; or

1 (5) To discriminate against any person or group of persons  
2 because that person's family includes children under 18 years of  
3 age, or to make an agreement or mortgage which provides that the  
4 agreement or mortgage shall be rendered null and void upon the  
5 birth of a child. This paragraph shall not apply to housing for older  
6 persons as defined in subsection mm. of section 5 of P.L.1945,  
7 c.169 (C.10:5-5).

8 j. For any person whose activities are included within the  
9 scope of this act to refuse to post or display such notices concerning  
10 the rights or responsibilities of persons affected by this act as the  
11 Attorney General may by regulation require.

12 k. For any real estate broker, real estate salesperson or  
13 employee or agent thereof or any other individual, corporation,  
14 partnership, or organization, for the purpose of inducing a  
15 transaction for the sale or rental of real property from which  
16 transaction such person or any of its members may benefit  
17 financially, to represent that a change has occurred or will or may  
18 occur in the composition with respect to race, creed, color, national  
19 origin, ancestry, marital status, civil union status, domestic  
20 partnership status, familial status, pregnancy or breastfeeding, sex,  
21 gender identity or expression, affectional or sexual orientation,  
22 disability, liability for service in the Armed Forces of the United  
23 States, nationality, or source of lawful income used for rental or  
24 mortgage payments of the owners or occupants in the block,  
25 neighborhood or area in which the real property is located, and to  
26 represent, directly or indirectly, that this change will or may result  
27 in undesirable consequences in the block, neighborhood or area in  
28 which the real property is located, including, but not limited to the  
29 lowering of property values, an increase in criminal or anti-social  
30 behavior, or a decline in the quality of schools or other facilities.

31 l. For any person to refuse to buy from, sell to, lease from or  
32 to, license, contract with, or trade with, provide goods, services or  
33 information to, or otherwise do business with any other person on  
34 the basis of the race, creed, color, national origin, ancestry, age,  
35 pregnancy or breastfeeding, sex, gender identity or expression,  
36 affectional or sexual orientation, marital status, civil union status,  
37 domestic partnership status, liability for service in the Armed  
38 Forces of the United States, disability, nationality, or source of  
39 lawful income used for rental or mortgage payments of such other  
40 person or of such other person's spouse, partners, members,  
41 stockholders, directors, officers, managers, superintendents, agents,  
42 employees, business associates, suppliers, or customers. This  
43 subsection shall not prohibit refusals or other actions (1) pertaining  
44 to employee-employer collective bargaining, labor disputes, or  
45 unfair labor practices, or (2) made or taken in connection with a  
46 protest of unlawful discrimination or unlawful employment  
47 practices.

48 m. For any person to:

1 (1) Grant or accept any letter of credit or other document which  
2 evidences the transfer of funds or credit, or enter into any contract  
3 for the exchange of goods or services, where the letter of credit,  
4 contract, or other document contains any provisions requiring any  
5 person to discriminate against or to certify that he, she or it has not  
6 dealt with any other person on the basis of the race, creed, color,  
7 national origin, ancestry, age, pregnancy or breastfeeding, sex,  
8 gender identity or expression, affectional or sexual orientation,  
9 marital status, civil union status, domestic partnership status,  
10 disability, liability for service in the Armed Forces of the United  
11 States, or nationality of such other person or of such other person's  
12 spouse, partners, members, stockholders, directors, officers,  
13 managers, superintendents, agents, employees, business associates,  
14 suppliers, or customers.

15 (2) Refuse to grant or accept any letter of credit or other  
16 document which evidences the transfer of funds or credit, or refuse  
17 to enter into any contract for the exchange of goods or services, on  
18 the ground that it does not contain such a discriminatory provision  
19 or certification.

20 The provisions of this subsection shall not apply to any letter of  
21 credit, contract, or other document which contains any provision  
22 pertaining to employee-employer collective bargaining, a labor  
23 dispute or an unfair labor practice, or made in connection with the  
24 protest of unlawful discrimination or an unlawful employment  
25 practice, if the other provisions of such letter of credit, contract, or  
26 other document do not otherwise violate the provisions of this  
27 subsection.

28 n. For any person to aid, abet, incite, compel, coerce, or induce  
29 the doing of any act forbidden by subsections l. and m. of section  
30 11 of P.L.1945, c.169 (C.10:5-12), or to attempt, or to conspire to  
31 do so. Such prohibited conduct shall include, but not be limited to:

32 (1) Buying from, selling to, leasing from or to, licensing,  
33 contracting with, trading with, providing goods, services, or  
34 information to, or otherwise doing business with any person  
35 because that person does, or agrees or attempts to do, any such act  
36 or any act prohibited by this subsection; or

37 (2) Boycotting, commercially blacklisting or refusing to buy  
38 from, sell to, lease from or to, license, contract with, provide goods,  
39 services or information to, or otherwise do business with any person  
40 because that person has not done or refuses to do any such act or  
41 any act prohibited by this subsection; provided that this subsection  
42 shall not prohibit refusals or other actions either pertaining to  
43 employee-employer collective bargaining, labor disputes, or unfair  
44 labor practices, or made or taken in connection with a protest of  
45 unlawful discrimination or unlawful employment practices.

46 o. For any multiple listing service, real estate brokers'  
47 organization or other service, organization or facility related to the  
48 business of selling or renting dwellings to deny any person access

1 to or membership or participation in such organization, or to  
2 discriminate against such person in the terms or conditions of such  
3 access, membership, or participation, on account of race, creed,  
4 color, national origin, ancestry, age, marital status, civil union  
5 status, domestic partnership status, familial status, pregnancy or  
6 breastfeeding, sex, gender identity or expression, affectional or  
7 sexual orientation, disability, liability for service in the Armed  
8 Forces of the United States or nationality.

9 p. Nothing in the provisions of this section shall affect the  
10 ability of an employer to require employees to adhere to reasonable  
11 workplace appearance, grooming and dress standards not precluded  
12 by other provisions of State or federal law, except that an employer  
13 shall allow an employee to appear, groom and dress consistent with  
14 the employee's gender identity or expression.

15 q. (1) For any employer to impose upon a person as a condition  
16 of obtaining or retaining employment, including opportunities for  
17 promotion, advancement or transfers, any terms or conditions that  
18 would require a person to violate or forego a sincerely held  
19 religious practice or religious observance, including but not limited  
20 to the observance of any particular day or days or any portion  
21 thereof as a Sabbath or other holy day in accordance with the  
22 requirements of the religion or religious belief, unless, after  
23 engaging in a bona fide effort, the employer demonstrates that it is  
24 unable to reasonably accommodate the employee's religious  
25 observance or practice without undue hardship on the conduct of the  
26 employer's business. Notwithstanding any other provision of law to  
27 the contrary, an employee shall not be entitled to premium wages or  
28 premium benefits for work performed during hours to which those  
29 premium wages or premium benefits would ordinarily be  
30 applicable, if the employee is working during those hours only as an  
31 accommodation to his religious requirements. Nothing in this  
32 subsection q. shall be construed as reducing:

33 (a) The number of the hours worked by the employee which are  
34 counted towards the accruing of seniority, pension or other benefits;  
35 or

36 (b) Any premium wages or benefits provided to an employee  
37 pursuant to a collective bargaining agreement.

38 (2) For an employer to refuse to permit an employee to utilize  
39 leave, as provided for in this subsection q., which is solely used to  
40 accommodate the employee's sincerely held religious observance or  
41 practice. Except where it would cause an employer to incur an  
42 undue hardship, no person shall be required to remain at his place  
43 of employment during any day or days or portion thereof that, as a  
44 requirement of his religion, he observes as his Sabbath or other holy  
45 day, including a reasonable time prior and subsequent thereto for  
46 travel between his place of employment and his home; provided that  
47 any such absence from work shall, wherever practicable in the  
48 reasonable judgment of the employer, be made up by an equivalent

1 amount of time and work at some other mutually convenient time,  
2 or shall be charged against any leave with pay ordinarily granted,  
3 other than sick leave, and any such absence not so made up or  
4 charged, may be treated by the employer of that person as leave  
5 taken without pay.

6 (3) (a) For purposes of this subsection q., "undue hardship"  
7 means an accommodation requiring unreasonable expense or  
8 difficulty, unreasonable interference with the safe or efficient  
9 operation of the workplace or a violation of a bona fide seniority  
10 system or a violation of any provision of a bona fide collective  
11 bargaining agreement.

12 (b) In determining whether the accommodation constitutes an  
13 undue hardship, the factors considered shall include:

14 (i) The identifiable cost of the accommodation, including the  
15 costs of loss of productivity and of retaining or hiring employees or  
16 transferring employees from one facility to another, in relation to  
17 the size and operating cost of the employer.

18 (ii) The number of individuals who will need the particular  
19 accommodation for a sincerely held religious observance or  
20 practice.

21 (iii) For an employer with multiple facilities, the degree to  
22 which the geographic separateness or administrative or fiscal  
23 relationship of the facilities will make the accommodation more  
24 difficult or expensive.

25 (c) An accommodation shall be considered to constitute an  
26 undue hardship if it will result in the inability of an employee to  
27 perform the essential functions of the position in which he or she is  
28 employed.

29 (d) (i) The provisions of this subsection q. shall be applicable  
30 only to reasonable accommodations of religious observances and  
31 shall not supersede any definition of undue hardship or standards  
32 for reasonable accommodation of the disabilities of employees.

33 (ii) This subsection q. shall not apply where the uniform  
34 application of terms and conditions of attendance to employees is  
35 essential to prevent undue hardship to the employer. The burden of  
36 proof regarding the applicability of this subparagraph (d) shall be  
37 upon the employer.

38 r. For any employer to take reprisals against any employee for  
39 requesting from <sup>1</sup>, discussing with<sup>1</sup>, or disclosing to, any other  
40 employee or former employee of the employer, a lawyer from  
41 whom the employee seeks legal advice, or any government agency  
42 information regarding the job title, occupational category, and rate  
43 of compensation, including benefits, of the employee or any other  
44 employee or former employee of the employer, or the gender, race,  
45 ethnicity, military status, or national origin of the employee or any  
46 other employee or former employee of the employer, regardless of  
47 whether the request was responded to <sup>1</sup>], if the purpose of the  
48 request for the information was to assist in investigating the

1 possibility of the occurrence of, or in taking of legal action  
2 regarding, potential discriminatory treatment concerning pay,  
3 compensation, bonuses, other compensation, or benefits<sup>1</sup>, or to  
4 require, as a condition of employment, any employee or prospective  
5 employee to sign a waiver, or to otherwise require an employee or  
6 prospective employee to agree, not to make those requests or  
7 disclosures. Nothing in this subsection shall be construed to require  
8 an employee to disclose such information about the employee  
9 herself to any other employee or former employee of the employer  
10 or to any authorized representative of the other employee or former  
11 employee.

12 s. For an employer to treat, for employment-related purposes, a  
13 woman employee that the employer knows, or should know, is  
14 affected by pregnancy or breastfeeding in a manner less favorable  
15 than the treatment of other persons not affected by pregnancy or  
16 breastfeeding but similar in their ability or inability to work. In  
17 addition, an employer of an employee who is a woman affected by  
18 pregnancy shall make available to the employee reasonable  
19 accommodation in the workplace, such as bathroom breaks, breaks  
20 for increased water intake, periodic rest, assistance with manual  
21 labor, job restructuring or modified work schedules, and temporary  
22 transfers to less strenuous or hazardous work, for needs related to  
23 the pregnancy when the employee, based on the advice of her  
24 physician, requests the accommodation, and, in the case of a  
25 employee breast feeding her infant child, the accommodation shall  
26 include reasonable break time each day to the employee and a  
27 suitable room or other location with privacy, other than a toilet stall,  
28 in close proximity to the work area for the employee to express  
29 breast milk for the child, unless the employer can demonstrate that  
30 providing the accommodation would be an undue hardship on the  
31 business operations of the employer. The employer shall not in any  
32 way penalize the employee in terms, conditions or privileges of  
33 employment for requesting or using the accommodation. Workplace  
34 accommodation provided pursuant to this subsection and paid or  
35 unpaid leave provided to an employee affected by pregnancy or  
36 breastfeeding shall not be provided in a manner less favorable than  
37 accommodations or leave provided to other employees not affected  
38 by pregnancy or breastfeeding but similar in their ability or inability  
39 to work. This subsection shall not be construed as otherwise  
40 increasing or decreasing any employee's rights under law to paid or  
41 unpaid leave in connection with pregnancy or breastfeeding.

42 For the purposes of this section "pregnancy or breastfeeding"  
43 means pregnancy, childbirth, and breast feeding or expressing milk  
44 for breastfeeding, or medical conditions related to pregnancy,  
45 childbirth, or breastfeeding, including recovery from childbirth.

46 For the purposes of this subsection, in determining whether an  
47 accommodation would impose undue hardship on the operation of  
48 an employer's business, the factors to be considered include: the

1 overall size of the employer's business with respect to the number  
2 of employees, number and type of facilities, and size of budget; the  
3 type of the employer's operations, including the composition and  
4 structure of the employer's workforce; the nature and cost of the  
5 accommodation needed, taking into consideration the availability of  
6 tax credits, tax deductions, and outside funding; and the extent to  
7 which the accommodation would involve waiver of an essential  
8 requirement of a job as opposed to a tangential or non-business  
9 necessity requirement.

10 t. For an employer to pay any of its employees <sup>1</sup>who is a  
11 member of a protected class<sup>1</sup> at a rate of compensation, including  
12 benefits, which is less than the rate paid by the employer to  
13 employees <sup>1</sup>[of the other sex] who are not members of the  
14 protected class<sup>1</sup> for substantially similar work, when viewed as a  
15 composite of skill, effort and responsibility. An employer who is  
16 paying a rate of compensation in violation of this subsection shall  
17 not reduce the rate of compensation of any employee in order to  
18 comply with this subsection. An employer may pay a different rate  
19 of compensation only if the employer demonstrates that the  
20 differential is made pursuant to a seniority system, a merit system,  
21 or the employer demonstrates:

22 (1) That the differential is based on one or more legitimate, bona  
23 fide factors other than <sup>1</sup>[sex] the characteristics of members of the  
24 protected class<sup>1</sup>, such as training, education or experience, or the  
25 quantity or quality of production;

26 (2) That the factor or factors <sup>1</sup>are not based on, and<sup>1</sup> do not  
27 perpetuate<sup>1</sup>, <sup>1</sup> a <sup>1</sup>[sex-based]<sup>1</sup> differential in compensation <sup>1</sup>based  
28 on sex or any other characteristic of members of a protected class<sup>1</sup>;

29 (3) That each of the factors is applied reasonably;

30 (4) That one or more of the factors account for the entire wage  
31 differential; and

32 (5) That the factors are job-related with respect to the position  
33 in question and based on a legitimate business necessity. A factor  
34 based on business necessity shall not apply if it is demonstrated that  
35 there are alternative business practices that would serve the same  
36 business purpose without producing the wage differential.

37 Comparisons of wage rates shall be based on wage rates in all of  
38 an employer's operations or facilities. <sup>1</sup>For the purposes of this  
39 subsection, "member of a protected class" means an employee who  
40 has one or more characteristics, including race, creed, color,  
41 national origin, nationality, ancestry, age, marital status, civil union  
42 status, domestic partnership status, affectional or sexual orientation,  
43 genetic information, pregnancy, sex, gender identity or expression,  
44 disability or atypical hereditary cellular or blood trait of any  
45 individual, or liability for service in the armed forces, for which  
46 subsection a. of this section prohibits an employer from refusing to  
47 hire or employ or barring or discharging or requiring to retire from



1 employment or discriminating against the individual in  
2 compensation or in terms, conditions or privileges of employment.<sup>1</sup>  
3 (cf: P.L.2017, c.263, s.1).

4  
5 <sup>2</sup>3. Section 12 of P.L.1945, c.169 (C.10:5-13) is amended to  
6 read as follows:

7 12. Any person claiming to be aggrieved by an unlawful  
8 employment practice or an unlawful discrimination may, personally  
9 or by an attorney-at-law, make, sign and file with the division a  
10 verified complaint in writing which shall state the name and address  
11 of the person, employer, labor organization, employment agency,  
12 owner, lessee, proprietor, manager, superintendent, or agent alleged  
13 to have committed the unlawful employment practice or unlawful  
14 discrimination complained of and which shall set forth the  
15 particulars thereof and shall contain such other information as may  
16 be required by the division. Upon receipt of the complaint, the  
17 division shall notify the complainant on a form promulgated by the  
18 director of the division and approved by the Attorney General of the  
19 complainant's rights under this act, including the right to file a  
20 complaint in the Superior Court to be heard before a jury; of the  
21 jurisdictional limitations of the division; and any other provisions of  
22 this act, without interpretation, that may apply to the complaint. The  
23 Commissioner of Labor and Workforce Development, the Attorney  
24 General, or the Commissioner of Education may, in like manner,  
25 make, sign and file such complaint. Any employer whose  
26 employees, or some of them, refuse or threaten to refuse to co-  
27 operate with the provisions of this act, may file with the division a  
28 verified complaint asking for assistance by conciliation or other  
29 remedial action.

30 Any complainant may initiate suit in Superior Court under this  
31 act without first filing a complaint with the division or any  
32 municipal office. Upon the application of any party, a jury trial  
33 shall be directed to try the validity of any claim under this act  
34 specified in the suit. All remedies available in common law tort  
35 actions shall be available to prevailing plaintiffs. These remedies  
36 are in addition to any provided by this act or any other statute.  
37 Prosecution of such suit in Superior Court under this act shall bar  
38 the filing of a complaint with the division or any municipal office  
39 during the pendency of any such suit. If a jury determines that an  
40 employer is guilty of an unlawful employment practice prohibited  
41 by subsection r. or t. of section 11 of P.L.1945, c.169 (C.10:5-12),  
42 the judge shall award three times any monetary damages to the  
43 person or persons aggrieved by the violation.

44 At any time after 180 days from the filing of a complaint with  
45 the division, a complainant may file a request with the division to  
46 present the action personally or through counsel to the Office of  
47 Administrative Law. Upon such request, the director of the division  
48 shall file the action with the Office of Administrative Law,

1 provided that no action may be filed with the Office of  
2 Administrative Law where the director of the division has found  
3 that no probable cause exists to credit the allegations of the  
4 complaint or has otherwise dismissed the complaint.

5 A party to an action based upon a violation of this act shall mail  
6 a copy of the initial pleadings or claims, amended pleadings or  
7 claims, counterclaims, briefs, and legal memoranda to the division  
8 at the same time as filing such documents with the Office of  
9 Administrative Law or the court. Upon application to the Office of  
10 Administrative Law or to the court wherein the matter is pending,  
11 the division shall be permitted to intervene.<sup>2</sup>

12 (cf: P.L.1990, c.12, s.2)

13  
14 <sup>2</sup>[2.] 4.<sup>2</sup> Section 16 of P.L.1945, c.169 (C.10:5-17) is  
15 amended to read as follows:

16 16. If, upon all evidence at the hearing, the director shall find  
17 that the respondent has engaged in any unlawful employment  
18 practice or unlawful discrimination as defined in this act, the  
19 director shall state his findings of fact and conclusions of law and  
20 shall issue and cause to be served on such respondent an order  
21 requiring such respondent to cease and desist from such unlawful  
22 employment practice or unlawful discrimination and to take such  
23 affirmative action, including, but not limited to, hiring,  
24 reinstatement or upgrading of employees, with or without back pay,  
25 or restoration to membership, in any respondent labor organization,  
26 or extending full and equal accommodations, advantages, facilities,  
27 and privileges to all persons, as, in the judgment of the director, will  
28 effectuate the purpose of this act, and including a requirement for  
29 report of the manner of compliance. If the conduct violative of this  
30 act constitutes any form of unlawful economic discrimination  
31 prohibited in **[section 11, subsections]** subsection 1., m., [and] or  
32 n. of [this act,] section 11 of P.L.1945, c.169 (C.10:5-12), or any  
33 form of unlawful employment practice prohibited by subsection r.  
34 or t. of section 11 of P.L.1945, c.169 (C.10:5-12), the affirmative  
35 action taken by the director may include the award of three-fold  
36 damages to the person or persons aggrieved by the violation. The  
37 director shall have the power to use reasonably certain bases,  
38 including but not limited to list, catalogue or market prices or  
39 values, or contract or advertised terms and conditions, in order to  
40 determine particulars or performance in giving appropriate remedy.  
41 In addition to any other remedies provided by P.L.1945,  
42 c.169 (C.10:5-1 et seq.), a prevailing complainant may recover  
43 damages to compensate for emotional distress caused by the  
44 activities found to be in violation of P.L.1945, c.169 (C.10:5-1 et  
45 seq.) to the same extent as is available in common law tort actions.  
46 In any case in which the director, Attorney General, or appropriate  
47 organization is a complainant, on behalf of named or unnamed  
48 individuals or a class of individuals, any of the remedies or relief

1 allowed by this act may be awarded or applied to the named or  
2 unnamed individual victims of discrimination. If, upon all  
3 evidence, the director shall find that the respondent has not engaged  
4 in any such unlawful practice or unlawful discrimination, the  
5 director shall state his findings of fact and conclusions of law and  
6 shall issue and cause to be served on the complainant an order  
7 dismissing the said complaint as to such respondent.

8 (cf: P.L.2003, c.180, s.16)

9  
10 <sup>2</sup>[3.] 5.<sup>2</sup> (New section) a. Any employer, regardless of the  
11 location of the employer, who enters into a contract with a public  
12 body to provide qualifying services to the public body shall provide  
13 a report to the Commissioner of Labor and Workforce  
14 Development, in a form issued by regulation promulgated by the  
15 commissioner, of information regarding the <sup>2</sup>compensation and  
16 hours worked by employees categorized by<sup>2</sup> gender, race, <sup>2</sup>[job  
17 title] ethnicity<sup>2</sup>, <sup>2</sup>[occupational] and job<sup>2</sup> category <sup>2</sup>[, and total  
18 compensation of every employee of the employer employed in the  
19 State in connection with the contract]<sup>2</sup>. <sup>2</sup>[The employer shall  
20 provide the commissioner, throughout the duration of the contract  
21 or contracts, with an update to the report each time there is a  
22 significant change in any of the information that the employer is  
23 required to report pursuant to this section, or other significant  
24 change in employment status, including, but not limited to, medical  
25 leave of 12 weeks or more, hiring, termination for any reason, a  
26 change in part-time or full-time status, or a change in “employee”  
27 or “contractor” status] Data regarding compensation and hours  
28 worked by employees shall be reported in the form by pay bands to  
29 be established by regulation promulgated by the commissioner. The  
30 commissioner may establish a standard presumption for the number  
31 of hours worked by a fulltime employee or by a part-time employee  
32 for whom an employer does not track actual hours worked. An  
33 employer shall provide a report for each establishment of the  
34 employer<sup>2</sup>.

35 b. Any employer, regardless of the location of the employer,  
36 who enters into a contract with a public body to perform any public  
37 work for the public body shall provide to the commissioner, through  
38 certified payroll records required pursuant to P.L.1963, c.150  
39 (C.34:11-56.25 et seq.), information regarding the gender, race, job  
40 title, occupational category, and rate of total compensation of every  
41 employee of the employer employed in the State in connection with  
42 the contract. The employer shall provide the commissioner,  
43 throughout the duration of the contract or contracts, with an update  
44 to the information whenever payroll records are required to be  
45 submitted pursuant to P.L.1963, c.150 (C.34:11-56.25 et seq.).

46 c. The commissioner shall retain the information provided by  
47 the employer during any period of time that one or more contracts

1 are in effect between the employer and any public body and not less  
2 than five years after the end of that period. The retained  
3 employment information shall be made available by the  
4 commissioner to the Division on Civil Rights in the Department of  
5 Law and Public Safety, and, upon request, provided to anyone who  
6 is or was an employee of the employer during the period of any of  
7 the contracts between the employer and any public body, or any  
8 authorized representative of the employee.

9 d. For the purposes of the section:

10 “Public body” means the State or any agency or instrumentality  
11 of the State;

12 “Public work” means public work as defined in section 2 of  
13 P.L.1963, c.150 (C.34:11-56.26) and which is subject to the  
14 provisions of P.L.1963, c.150 (C.34:11-56.25 et seq.). Public work  
15 shall not include the provision of goods or products.

16 “Qualifying services” means the provision of any service to the  
17 State or to any other public body, except for public work as defined  
18 in section 2 of P.L.1963, c.150 (C.34:11-56.26).

19 “Service” means any act performed in exchange for payment,  
20 including the provision of professional services, but shall not  
21 include the sale of goods or products.

22

23 <sup>2</sup>[4.] 6.<sup>2</sup> This act shall take effect <sup>2</sup>[immediately] on July 1,  
24 2018<sup>2</sup>.

25

26

27

28

29 \_\_\_\_\_  
“Diane B. Allen Equal Pay Act.”

# SENATE, No. 104

## STATE OF NEW JERSEY 218th LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2018 SESSION

**Sponsored by:**

**Senator LORETTA WEINBERG**

**District 37 (Bergen)**

**Senator STEPHEN M. SWEENEY**

**District 3 (Cumberland, Gloucester and Salem)**

**Senator SANDRA B. CUNNINGHAM**

**District 31 (Hudson)**

**Co-Sponsored by:**

**Senators Cruz-Perez, Ruiz, Gill, Greenstein, Pou, Gordon, Turner, Beach,  
Brown and Madden**

**SYNOPSIS**

Concerns equal pay for women and employment discrimination.

**CURRENT VERSION OF TEXT**

Introduced Pending Technical Review by Legislative Counsel.



**(Sponsorship Updated As Of: 3/6/2018)**

S104 WEINBERG, SWEENEY

2

1 AN ACT concerning equal pay for women and employment  
2 discrimination, requiring public contractors to report certain  
3 employment information, amending P.L.1945, c.169, and  
4 supplementing P.L.1952, c.9 (C.34:11-56.1 et seq.).  
5

6 **BE IT ENACTED** by the Senate and General Assembly of the State  
7 of New Jersey:  
8

9 1. Section 11 of P.L.1945, c.169 (C.10:5-12) is amended to  
10 read as follows:

11 11. It shall be an unlawful employment practice, or, as the case  
12 may be, an unlawful discrimination:

13 a. For an employer, because of the race, creed, color, national  
14 origin, ancestry, age, marital status, civil union status, domestic  
15 partnership status, affectional or sexual orientation, genetic  
16 information, pregnancy, sex, gender identity or expression,  
17 disability or atypical hereditary cellular or blood trait of any  
18 individual, or because of the liability for service in the Armed  
19 Forces of the United States or the nationality of any individual, or  
20 because of the refusal to submit to a genetic test or make available  
21 the results of a genetic test to an employer, to refuse to hire or  
22 employ or to bar or to discharge or require to retire, unless justified  
23 by lawful considerations other than age, from employment such  
24 individual or to discriminate against such individual in  
25 compensation or in terms, conditions or privileges of employment;  
26 provided, however, it shall not be an unlawful employment practice  
27 to refuse to accept for employment an applicant who has received a  
28 notice of induction or orders to report for active duty in the armed  
29 forces; provided further that nothing herein contained shall be  
30 construed to bar an employer from refusing to accept for  
31 employment any person on the basis of sex in those certain  
32 circumstances where sex is a bona fide occupational qualification,  
33 reasonably necessary to the normal operation of the particular  
34 business or enterprise; provided further that nothing herein  
35 contained shall be construed to bar an employer from refusing to  
36 accept for employment or to promote any person over 70 years of  
37 age; provided further that it shall not be an unlawful employment  
38 practice for a club exclusively social or fraternal to use club  
39 membership as a uniform qualification for employment, or for a  
40 religious association or organization to utilize religious affiliation  
41 as a uniform qualification in the employment of clergy, religious  
42 teachers or other employees engaged in the religious activities of  
43 the association or organization, or in following the tenets of its  
44 religion in establishing and utilizing criteria for employment of an  
45 employee; provided further, that it shall not be an unlawful

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

**Matter underlined thus is new matter.**

1 employment practice to require the retirement of any employee  
2 who, for the two-year period immediately before retirement, is  
3 employed in a bona fide executive or a high policy-making position,  
4 if that employee is entitled to an immediate non-forfeitable annual  
5 retirement benefit from a pension, profit sharing, savings or  
6 deferred retirement plan, or any combination of those plans, of the  
7 employer of that employee which equals in the aggregate at least  
8 \$27,000.00; and provided further that an employer may restrict  
9 employment to citizens of the United States where such restriction  
10 is required by federal law or is otherwise necessary to protect the  
11 national interest.

12 The provisions of subsections a. and b. of section 57 of  
13 P.L.2003, c.246 (C.34:11A-20), and the provisions of section 58 of  
14 P.L.2003, c.246 (C.26:8A-11), shall not be deemed to be an  
15 unlawful discrimination under P.L.1945, c.169 (C.10:5-1 et seq.).

16 For the purposes of this subsection, a "bona fide executive" is a  
17 top level employee who exercises substantial executive authority  
18 over a significant number of employees and a large volume of  
19 business. A "high policy-making position" is a position in which a  
20 person plays a significant role in developing policy and in  
21 recommending the implementation thereof.

22 For the purposes of this subsection, an unlawful employment  
23 practice occurs, with respect to discrimination in compensation or  
24 in the financial terms or conditions of employment, each occasion  
25 that an individual is affected by application of a discriminatory  
26 compensation decision or other practice, including, but not limited  
27 to, each occasion that wages, benefits, or other compensation are  
28 paid, resulting in whole or in part from the decision or other  
29 practice.

30 In addition to any other relief authorized by the "Law Against  
31 Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.) for  
32 discrimination in compensation or in the financial terms or  
33 conditions of employment, liability shall accrue and an aggrieved  
34 person may obtain relief for back pay for the entire period of time  
35 in which the violation with regard to discrimination in  
36 compensation or in the financial terms or conditions of employment  
37 has been continuous, if the violation continues to occur within the  
38 statute of limitations.

39 Nothing in this subsection shall prohibit the application of the  
40 doctrine of "continuing violation" or the "discovery rule" to any  
41 appropriate claim as those doctrines currently exist in New Jersey  
42 common law. It shall be an unlawful employment practice to  
43 require employees or prospective employees to consent to a  
44 shortened statute of limitations or to waive any of the protections  
45 provided by this act.

46 b. For a labor organization, because of the race, creed, color,  
47 national origin, ancestry, age, marital status, civil union status,  
48 domestic partnership status, affectional or sexual orientation,

1 gender identity or expression, disability, pregnancy, or sex of any  
2 individual, or because of the liability for service in the Armed  
3 Forces of the United States or nationality of any individual, to  
4 exclude or to expel from its membership such individual or to  
5 discriminate in any way against any of its members, against any  
6 applicant for, or individual included in, any apprentice or other  
7 training program or against any employer or any individual  
8 employed by an employer; provided, however, that nothing herein  
9 contained shall be construed to bar a labor organization from  
10 excluding from its apprentice or other training programs any person  
11 on the basis of sex in those certain circumstances where sex is a  
12 bona fide occupational qualification reasonably necessary to the  
13 normal operation of the particular apprentice or other training  
14 program.

15 c. For any employer or employment agency to print or circulate  
16 or cause to be printed or circulated any statement, advertisement or  
17 publication, or to use any form of application for employment, or to  
18 make an inquiry in connection with prospective employment, which  
19 expresses, directly or indirectly, any limitation, specification or  
20 discrimination as to race, creed, color, national origin, ancestry,  
21 age, marital status, civil union status, domestic partnership status,  
22 affectional or sexual orientation, gender identity or expression,  
23 disability, nationality, pregnancy, or sex or liability of any applicant  
24 for employment for service in the Armed Forces of the United  
25 States, or any intent to make any such limitation, specification or  
26 discrimination, unless based upon a bona fide occupational  
27 qualification.

28 d. For any person to take reprisals against any person because  
29 that person has opposed any practices or acts forbidden under this  
30 act or because that person has sought legal advice regarding rights  
31 under this act, shared relevant information with legal counsel,  
32 shared information with a governmental entity, or filed a complaint,  
33 testified or assisted in any proceeding under this act, or to coerce,  
34 intimidate, threaten or interfere with any person in the exercise or  
35 enjoyment of, or on account of that person having aided or  
36 encouraged any other person in the exercise or enjoyment of, any  
37 right granted or protected by this act.

38 e. For any person, whether an employer or an employee or not,  
39 to aid, abet, incite, compel or coerce the doing of any of the acts  
40 forbidden under this act, or to attempt to do so.

41 f. (1) For any owner, lessee, proprietor, manager,  
42 superintendent, agent, or employee of any place of public  
43 accommodation directly or indirectly to refuse, withhold from or  
44 deny to any person any of the accommodations, advantages,  
45 facilities or privileges thereof, or to discriminate against any person  
46 in the furnishing thereof, or directly or indirectly to publish,  
47 circulate, issue, display, post or mail any written or printed  
48 communication, notice, or advertisement to the effect that any of



1 the accommodations, advantages, facilities, or privileges of any  
2 such place will be refused, withheld from, or denied to any person  
3 on account of the race, creed, color, national origin, ancestry,  
4 marital status, civil union status, domestic partnership status,  
5 pregnancy, sex, gender identity or expression, affectional or sexual  
6 orientation, disability or nationality of such person, or that the  
7 patronage or custom thereof of any person of any particular race,  
8 creed, color, national origin, ancestry, marital status, civil union  
9 status, domestic partnership status, pregnancy status, sex, gender  
10 identity or expression, affectional or sexual orientation, disability or  
11 nationality is unwelcome, objectionable or not acceptable, desired  
12 or solicited, and the production of any such written or printed  
13 communication, notice or advertisement, purporting to relate to any  
14 such place and to be made by any owner, lessee, proprietor,  
15 superintendent or manager thereof, shall be presumptive evidence in  
16 any action that the same was authorized by such person; provided,  
17 however, that nothing contained herein shall be construed to bar any  
18 place of public accommodation which is in its nature reasonably  
19 restricted exclusively to individuals of one sex, and which shall  
20 include but not be limited to any summer camp, day camp, or resort  
21 camp, bathhouse, dressing room, swimming pool, gymnasium,  
22 comfort station, dispensary, clinic or hospital, or school or  
23 educational institution which is restricted exclusively to individuals  
24 of one sex, provided individuals shall be admitted based on their  
25 gender identity or expression, from refusing, withholding from or  
26 denying to any individual of the opposite sex any of the  
27 accommodations, advantages, facilities or privileges thereof on the  
28 basis of sex; provided further, that the foregoing limitation shall not  
29 apply to any restaurant as defined in R.S.33:1-1 or place where  
30 alcoholic beverages are served.

31 (2) Notwithstanding the definition of "a place of public  
32 accommodation" as set forth in subsection l. of section 5 of  
33 P.L.1945, c.169 (C.10:5-5), for any owner, lessee, proprietor,  
34 manager, superintendent, agent, or employee of any private club or  
35 association to directly or indirectly refuse, withhold from or deny to  
36 any individual who has been accepted as a club member and has  
37 contracted for or is otherwise entitled to full club membership any  
38 of the accommodations, advantages, facilities or privileges thereof,  
39 or to discriminate against any member in the furnishing thereof on  
40 account of the race, creed, color, national origin, ancestry, marital  
41 status, civil union status, domestic partnership status, pregnancy,  
42 sex, gender identity, or expression, affectional or sexual orientation,  
43 disability or nationality of such person.

44 In addition to the penalties otherwise provided for a violation of  
45 P.L.1945, c.169 (C.10:5-1 et seq.), if the violator of paragraph (2)  
46 of subsection f. of this section is the holder of an alcoholic beverage  
47 license issued under the provisions of R.S.33:1-12 for that private  
48 club or association, the matter shall be referred to the Director of

1 the Division of Alcoholic Beverage Control who shall impose an  
2 appropriate penalty in accordance with the procedures set forth in  
3 R.S.33:1-31.

4 g. For any person, including but not limited to, any owner,  
5 lessee, sublessee, assignee or managing agent of, or other person  
6 having the right of ownership or possession of or the right to sell,  
7 rent, lease, assign, or sublease any real property or part or portion  
8 thereof, or any agent or employee of any of these:

9 (1) To refuse to sell, rent, lease, assign, or sublease or otherwise  
10 to deny to or withhold from any person or group of persons any real  
11 property or part or portion thereof because of race, creed, color,  
12 national origin, ancestry, marital status, civil union status, domestic  
13 partnership status, pregnancy, sex, gender identity or expression,  
14 affectional or sexual orientation, familial status, disability,  
15 nationality, or source of lawful income used for rental or mortgage  
16 payments;

17 (2) To discriminate against any person or group of persons  
18 because of race, creed, color, national origin, ancestry, marital  
19 status, civil union status, domestic partnership status, pregnancy,  
20 sex, gender identity or expression, affectional or sexual orientation,  
21 familial status, disability, nationality or source of lawful income  
22 used for rental or mortgage payments in the terms, conditions or  
23 privileges of the sale, rental or lease of any real property or part or  
24 portion thereof or in the furnishing of facilities or services in  
25 connection therewith;

26 (3) To print, publish, circulate, issue, display, post or mail, or  
27 cause to be printed, published, circulated, issued, displayed, posted  
28 or mailed any statement, advertisement, publication or sign, or to  
29 use any form of application for the purchase, rental, lease,  
30 assignment or sublease of any real property or part or portion  
31 thereof, or to make any record or inquiry in connection with the  
32 prospective purchase, rental, lease, assignment, or sublease of any  
33 real property, or part or portion thereof which expresses, directly or  
34 indirectly, any limitation, specification or discrimination as to race,  
35 creed, color, national origin, ancestry, marital status, civil union  
36 status, domestic partnership status, pregnancy, sex, gender identity,  
37 or expression, affectional or sexual orientation, familial status,  
38 disability, nationality, or source of lawful income used for rental or  
39 mortgage payments, or any intent to make any such limitation,  
40 specification or discrimination, and the production of any such  
41 statement, advertisement, publicity, sign, form of application,  
42 record, or inquiry purporting to be made by any such person shall  
43 be presumptive evidence in any action that the same was authorized  
44 by such person; provided, however, that nothing contained in this  
45 subsection shall be construed to bar any person from refusing to  
46 sell, rent, lease, assign or sublease or from advertising or recording  
47 a qualification as to sex for any room, apartment, flat in a dwelling  
48 or residential facility which is planned exclusively for and occupied

1 by individuals of one sex to any individual of the exclusively  
2 opposite sex on the basis of sex provided individuals shall be  
3 qualified based on their gender identity or expression;

4 (4) To refuse to sell, rent, lease, assign, or sublease or otherwise  
5 to deny to or withhold from any person or group of persons any real  
6 property or part or portion thereof because of the source of any  
7 lawful income received by the person or the source of any lawful  
8 rent payment to be paid for the real property; or

9 (5) To refuse to rent or lease any real property to another person  
10 because that person's family includes children under 18 years of  
11 age, or to make an agreement, rental or lease of any real property  
12 which provides that the agreement, rental or lease shall be rendered  
13 null and void upon the birth of a child. This paragraph shall not  
14 apply to housing for older persons as defined in subsection mm. of  
15 section 5 of P.L.1945, c.169 (C.10:5-5).

16 h. For any person, including but not limited to, any real estate  
17 broker, real estate salesperson, or employee or agent thereof:

18 (1) To refuse to sell, rent, assign, lease or sublease, or offer for  
19 sale, rental, lease, assignment, or sublease any real property or part  
20 or portion thereof to any person or group of persons or to refuse to  
21 negotiate for the sale, rental, lease, assignment, or sublease of any  
22 real property or part or portion thereof to any person or group of  
23 persons because of race, creed, color, national origin, ancestry,  
24 marital status, civil union status, domestic partnership status,  
25 familial status, pregnancy, sex, gender identity or expression,  
26 affectional or sexual orientation, disability, nationality, or source of  
27 lawful income used for rental or mortgage payments, or to represent  
28 that any real property or portion thereof is not available for  
29 inspection, sale, rental, lease, assignment, or sublease when in fact  
30 it is so available, or otherwise to deny or withhold any real property  
31 or any part or portion of facilities thereof to or from any person or  
32 group of persons because of race, creed, color, national origin,  
33 ancestry, marital status, civil union status, domestic partnership  
34 status, familial status, pregnancy, sex, gender identity or expression,  
35 affectional or sexual orientation, disability or nationality;

36 (2) To discriminate against any person because of race, creed,  
37 color, national origin, ancestry, marital status, civil union status,  
38 domestic partnership status, familial status, pregnancy, sex, gender  
39 identity or expression, affectional or sexual orientation, disability,  
40 nationality, or source of lawful income used for rental or mortgage  
41 payments in the terms, conditions or privileges of the sale, rental,  
42 lease, assignment or sublease of any real property or part or portion  
43 thereof or in the furnishing of facilities or services in connection  
44 therewith;

45 (3) To print, publish, circulate, issue, display, post, or mail, or  
46 cause to be printed, published, circulated, issued, displayed, posted  
47 or mailed any statement, advertisement, publication or sign, or to  
48 use any form of application for the purchase, rental, lease,

1 assignment, or sublease of any real property or part or portion  
2 thereof or to make any record or inquiry in connection with the  
3 prospective purchase, rental, lease, assignment, or sublease of any  
4 real property or part or portion thereof which expresses, directly or  
5 indirectly, any limitation, specification or discrimination as to race,  
6 creed, color, national origin, ancestry, marital status, civil union  
7 status, domestic partnership status, familial status, pregnancy, sex,  
8 gender identity or expression, affectional or sexual orientation,  
9 disability, nationality, or source of lawful income used for rental or  
10 mortgage payments or any intent to make any such limitation,  
11 specification or discrimination, and the production of any such  
12 statement, advertisement, publicity, sign, form of application,  
13 record, or inquiry purporting to be made by any such person shall  
14 be presumptive evidence in any action that the same was authorized  
15 by such person; provided, however, that nothing contained in this  
16 subsection h., shall be construed to bar any person from refusing to  
17 sell, rent, lease, assign or sublease or from advertising or recording  
18 a qualification as to sex for any room, apartment, flat in a dwelling  
19 or residential facility which is planned exclusively for and occupied  
20 exclusively by individuals of one sex to any individual of the  
21 opposite sex on the basis of sex, provided individuals shall be  
22 qualified based on their gender identity or expression;

23 (4) To refuse to sell, rent, lease, assign, or sublease or otherwise  
24 to deny to or withhold from any person or group of persons any real  
25 property or part or portion thereof because of the source of any  
26 lawful income received by the person or the source of any lawful  
27 rent payment to be paid for the real property; or

28 (5) To refuse to rent or lease any real property to another person  
29 because that person's family includes children under 18 years of  
30 age, or to make an agreement, rental or lease of any real property  
31 which provides that the agreement, rental or lease shall be rendered  
32 null and void upon the birth of a child. This paragraph shall not  
33 apply to housing for older persons as defined in subsection mm. of  
34 section 5 of P.L.1945, c.169 (C.10:5-5).

35 i. For any person, bank, banking organization, mortgage  
36 company, insurance company or other financial institution, lender  
37 or credit institution involved in the making or purchasing of any  
38 loan or extension of credit, for whatever purpose, whether secured  
39 by residential real estate or not, including but not limited to  
40 financial assistance for the purchase, acquisition, construction,  
41 rehabilitation, repair or maintenance of any real property or part or  
42 portion thereof or any agent or employee thereof:

43 (1) To discriminate against any person or group of persons  
44 because of race, creed, color, national origin, ancestry, marital  
45 status, civil union status, domestic partnership status, pregnancy,  
46 sex, gender identity or expression, affectional or sexual orientation,  
47 disability, familial status or nationality, in the granting,  
48 withholding, extending, modifying, renewing, or purchasing, or in

1 the fixing of the rates, terms, conditions or provisions of any such  
2 loan, extension of credit or financial assistance or purchase thereof  
3 or in the extension of services in connection therewith;

4 (2) To use any form of application for such loan, extension of  
5 credit or financial assistance or to make record or inquiry in  
6 connection with applications for any such loan, extension of credit  
7 or financial assistance which expresses, directly or indirectly, any  
8 limitation, specification or discrimination as to race, creed, color,  
9 national origin, ancestry, marital status, civil union status, domestic  
10 partnership status, pregnancy, sex, gender identity or expression,  
11 affectional or sexual orientation, disability, familial status or  
12 nationality or any intent to make any such limitation, specification  
13 or discrimination; unless otherwise required by law or regulation to  
14 retain or use such information;

15 (3) (Deleted by amendment, P.L.2003, c.180).

16 (4) To discriminate against any person or group of persons  
17 because of the source of any lawful income received by the person  
18 or the source of any lawful rent payment to be paid for the real  
19 property; or

20 (5) To discriminate against any person or group of persons  
21 because that person's family includes children under 18 years of  
22 age, or to make an agreement or mortgage which provides that the  
23 agreement or mortgage shall be rendered null and void upon the  
24 birth of a child. This paragraph shall not apply to housing for older  
25 persons as defined in subsection mm. of section 5 of P.L.1945,  
26 c.169 (C.10:5-5).

27 j. For any person whose activities are included within the  
28 scope of this act to refuse to post or display such notices concerning  
29 the rights or responsibilities of persons affected by this act as the  
30 Attorney General may by regulation require.

31 k. For any real estate broker, real estate salesperson or  
32 employee or agent thereof or any other individual, corporation,  
33 partnership, or organization, for the purpose of inducing a  
34 transaction for the sale or rental of real property from which  
35 transaction such person or any of its members may benefit  
36 financially, to represent that a change has occurred or will or may  
37 occur in the composition with respect to race, creed, color, national  
38 origin, ancestry, marital status, civil union status, domestic  
39 partnership status, familial status, pregnancy, sex, gender identity or  
40 expression, affectional or sexual orientation, disability, nationality,  
41 or source of lawful income used for rental or mortgage payments of  
42 the owners or occupants in the block, neighborhood or area in  
43 which the real property is located, and to represent, directly or  
44 indirectly, that this change will or may result in undesirable  
45 consequences in the block, neighborhood or area in which the real  
46 property is located, including, but not limited to the lowering of  
47 property values, an increase in criminal or anti-social behavior, or a  
48 decline in the quality of schools or other facilities.

1       l. For any person to refuse to buy from, sell to, lease from or  
2 to, license, contract with, or trade with, provide goods, services or  
3 information to, or otherwise do business with any other person on  
4 the basis of the race, creed, color, national origin, ancestry, age,  
5 pregnancy, sex, gender identity or expression, affectional or sexual  
6 orientation, marital status, civil union status, domestic partnership  
7 status, liability for service in the Armed Forces of the United States,  
8 disability, nationality, or source of lawful income used for rental or  
9 mortgage payments of such other person or of such other person's  
10 spouse, partners, members, stockholders, directors, officers,  
11 managers, superintendents, agents, employees, business associates,  
12 suppliers, or customers. This subsection shall not prohibit refusals  
13 or other actions (1) pertaining to employee-employer collective  
14 bargaining, labor disputes, or unfair labor practices, or (2) made or  
15 taken in connection with a protest of unlawful discrimination or  
16 unlawful employment practices.

17       m. For any person to:

18       (1) Grant or accept any letter of credit or other document which  
19 evidences the transfer of funds or credit, or enter into any contract  
20 for the exchange of goods or services, where the letter of credit,  
21 contract, or other document contains any provisions requiring any  
22 person to discriminate against or to certify that he, she or it has not  
23 dealt with any other person on the basis of the race, creed, color,  
24 national origin, ancestry, age, pregnancy, sex, gender identity or  
25 expression, affectional or sexual orientation, marital status, civil  
26 union status, domestic partnership status, disability, liability for  
27 service in the Armed Forces of the United States, or nationality of  
28 such other person or of such other person's spouse, partners,  
29 members, stockholders, directors, officers, managers,  
30 superintendents, agents, employees, business associates, suppliers,  
31 or customers.

32       (2) Refuse to grant or accept any letter of credit or other  
33 document which evidences the transfer of funds or credit, or refuse  
34 to enter into any contract for the exchange of goods or services, on  
35 the ground that it does not contain such a discriminatory provision  
36 or certification.

37       The provisions of this subsection shall not apply to any letter of  
38 credit, contract, or other document which contains any provision  
39 pertaining to employee-employer collective bargaining, a labor  
40 dispute or an unfair labor practice, or made in connection with the  
41 protest of unlawful discrimination or an unlawful employment  
42 practice, if the other provisions of such letter of credit, contract, or  
43 other document do not otherwise violate the provisions of this  
44 subsection.

45       n. For any person to aid, abet, incite, compel, coerce, or induce  
46 the doing of any act forbidden by subsections l. and m. of section  
47 11 of P.L.1945, c.169 (C.10:5-12), or to attempt, or to conspire to  
48 do so. Such prohibited conduct shall include, but not be limited to:

1 (1) Buying from, selling to, leasing from or to, licensing,  
2 contracting with, trading with, providing goods, services, or  
3 information to, or otherwise doing business with any person  
4 because that person does, or agrees or attempts to do, any such act  
5 or any act prohibited by this subsection; or

6 (2) Boycotting, commercially blacklisting or refusing to buy  
7 from, sell to, lease from or to, license, contract with, provide goods,  
8 services or information to, or otherwise do business with any person  
9 because that person has not done or refuses to do any such act or  
10 any act prohibited by this subsection; provided that this subsection  
11 shall not prohibit refusals or other actions either pertaining to  
12 employee-employer collective bargaining, labor disputes, or unfair  
13 labor practices, or made or taken in connection with a protest of  
14 unlawful discrimination or unlawful employment practices.

15 o. For any multiple listing service, real estate brokers'  
16 organization or other service, organization or facility related to the  
17 business of selling or renting dwellings to deny any person access  
18 to or membership or participation in such organization, or to  
19 discriminate against such person in the terms or conditions of such  
20 access, membership, or participation, on account of race, creed,  
21 color, national origin, ancestry, age, marital status, civil union  
22 status, domestic partnership status, familial status, pregnancy, sex,  
23 gender identity or expression, affectional or sexual orientation,  
24 disability or nationality.

25 p. Nothing in the provisions of this section shall affect the  
26 ability of an employer to require employees to adhere to reasonable  
27 workplace appearance, grooming and dress standards not precluded  
28 by other provisions of State or federal law, except that an employer  
29 shall allow an employee to appear, groom and dress consistent with  
30 the employee's gender identity or expression.

31 q. (1) For any employer to impose upon a person as a  
32 condition of obtaining or retaining employment, including  
33 opportunities for promotion, advancement or transfers, any terms or  
34 conditions that would require a person to violate or forego a  
35 sincerely held religious practice or religious observance, including  
36 but not limited to the observance of any particular day or days or  
37 any portion thereof as a Sabbath or other holy day in accordance  
38 with the requirements of the religion or religious belief, unless,  
39 after engaging in a bona fide effort, the employer demonstrates that  
40 it is unable to reasonably accommodate the employee's religious  
41 observance or practice without undue hardship on the conduct of the  
42 employer's business. Notwithstanding any other provision of law to  
43 the contrary, an employee shall not be entitled to premium wages or  
44 premium benefits for work performed during hours to which those  
45 premium wages or premium benefits would ordinarily be  
46 applicable, if the employee is working during those hours only as an  
47 accommodation to his religious requirements. Nothing in this  
48 subsection q. shall be construed as reducing:

- 1 (a) The number of the hours worked by the employee which are  
2 counted towards the accruing of seniority, pension or other benefits;  
3 or
- 4 (b) Any premium wages or benefits provided to an employee  
5 pursuant to a collective bargaining agreement.
- 6 (2) For an employer to refuse to permit an employee to utilize  
7 leave, as provided for in this subsection q., which is solely used to  
8 accommodate the employee's sincerely held religious observance or  
9 practice. Except where it would cause an employer to incur an  
10 undue hardship, no person shall be required to remain at his place  
11 of employment during any day or days or portion thereof that, as a  
12 requirement of his religion, he observes as his Sabbath or other holy  
13 day, including a reasonable time prior and subsequent thereto for  
14 travel between his place of employment and his home; provided that  
15 any such absence from work shall, wherever practicable in the  
16 reasonable judgment of the employer, be made up by an equivalent  
17 amount of time and work at some other mutually convenient time,  
18 or shall be charged against any leave with pay ordinarily granted,  
19 other than sick leave, and any such absence not so made up or  
20 charged, may be treated by the employer of that person as leave  
21 taken without pay.
- 22 (3) (a) For purposes of this subsection q., "undue hardship"  
23 means an accommodation requiring unreasonable expense or  
24 difficulty, unreasonable interference with the safe or efficient  
25 operation of the workplace or a violation of a bona fide seniority  
26 system or a violation of any provision of a bona fide collective  
27 bargaining agreement.
- 28 (b) In determining whether the accommodation constitutes an  
29 undue hardship, the factors considered shall include:
- 30 (i) The identifiable cost of the accommodation, including the  
31 costs of loss of productivity and of retaining or hiring employees or  
32 transferring employees from one facility to another, in relation to  
33 the size and operating cost of the employer.
- 34 (ii) The number of individuals who will need the particular  
35 accommodation for a sincerely held religious observance or  
36 practice.
- 37 (iii) For an employer with multiple facilities, the degree to which  
38 the geographic separateness or administrative or fiscal relationship  
39 of the facilities will make the accommodation more difficult or  
40 expensive.
- 41 (c) An accommodation shall be considered to constitute an  
42 undue hardship if it will result in the inability of an employee to  
43 perform the essential functions of the position in which he or she is  
44 employed.
- 45 (d) (i) The provisions of this subsection q. shall be applicable  
46 only to reasonable accommodations of religious observances and  
47 shall not supersede any definition of undue hardship or standards  
48 for reasonable accommodation of the disabilities of employees.



1 (ii) This subsection q. shall not apply where the uniform  
2 application of terms and conditions of attendance to employees is  
3 essential to prevent undue hardship to the employer. The burden of  
4 proof regarding the applicability of this subparagraph (d) shall be  
5 upon the employer.

6 r. For any employer to take reprisals against any employee for  
7 requesting from, or disclosing to, any other employee or former  
8 employee of the employer, a lawyer from whom the employee seeks  
9 legal advice, or any government agency information regarding the  
10 job title, occupational category, and rate of compensation, including  
11 benefits, of the employee or any other employee or former  
12 employee of the employer, or the gender, race, ethnicity, military  
13 status, or national origin of the employee or any other employee or  
14 former employee of the employer, regardless of whether the request  
15 was responded to, if the purpose of the request for the information  
16 was to assist in investigating the possibility of the occurrence of, or  
17 in taking of legal action regarding, potential discriminatory  
18 treatment concerning pay, compensation, bonuses, other  
19 compensation, or benefits, or to require, as a condition of  
20 employment, any employee or prospective employee to sign a  
21 waiver, or to otherwise require an employee or prospective  
22 employee to agree, not to make those requests or disclosures.  
23 Nothing in this subsection shall be construed to require an  
24 employee to disclose such information about the employee herself  
25 to any other employee or former employee of the employer or to  
26 any authorized representative of the other employee or former  
27 employee.

28 s. For an employer to treat, for employment-related purposes, a  
29 woman employee that the employer knows, or should know, is  
30 affected by pregnancy in a manner less favorable than the treatment  
31 of other persons not affected by pregnancy but similar in their  
32 ability or inability to work. In addition, an employer of an  
33 employee who is a woman affected by pregnancy shall make  
34 available to the employee reasonable accommodation in the  
35 workplace, such as bathroom breaks, breaks for increased water  
36 intake, periodic rest, assistance with manual labor, job restructuring  
37 or modified work schedules, and temporary transfers to less  
38 strenuous or hazardous work, for needs related to the pregnancy  
39 when the employee, based on the advice of her physician, requests  
40 the accommodation, unless the employer can demonstrate that  
41 providing the accommodation would be an undue hardship on the  
42 business operations of the employer. The employer shall not in any  
43 way penalize the employee in terms, conditions or privileges of  
44 employment for requesting or using the accommodation. Workplace  
45 accommodation provided pursuant to this subsection and paid or  
46 unpaid leave provided to an employee affected by pregnancy shall  
47 not be provided in a manner less favorable than accommodations or  
48 leave provided to other employees not affected by pregnancy but

1 similar in their ability or inability to work. This subsection shall  
2 not be construed as otherwise increasing or decreasing any  
3 employee's rights under law to paid or unpaid leave in connection  
4 with pregnancy.

5 For the purposes of this section "pregnancy" means pregnancy,  
6 childbirth, or medical conditions related to pregnancy or childbirth,  
7 including recovery from childbirth.

8 For the purposes of this subsection, in determining whether an  
9 accommodation would impose undue hardship on the operation of  
10 an employer's business, the factors to be considered include: the  
11 overall size of the employer's business with respect to the number  
12 of employees, number and type of facilities, and size of budget; the  
13 type of the employer's operations, including the composition and  
14 structure of the employer's workforce; the nature and cost of the  
15 accommodation needed, taking into consideration the availability of  
16 tax credits, tax deductions, and outside funding; and the extent to  
17 which the accommodation would involve waiver of an essential  
18 requirement of a job as opposed to a tangential or non-business  
19 necessity requirement.

20 t. For an employer to pay any of its employees at a rate of  
21 compensation, including benefits, which is less than the rate paid by  
22 the employer to employees of the other sex for substantially similar  
23 work, when viewed as a composite of skill, effort and  
24 responsibility. An employer who is paying a rate of compensation  
25 in violation of this subsection shall not reduce the rate of  
26 compensation of any employee in order to comply with this  
27 subsection. An employer may pay a different rate of compensation  
28 only if the employer demonstrates that the differential is made  
29 pursuant to a seniority system, a merit system, or the employer  
30 demonstrates:

31 (1) That the differential is based on one or more legitimate, bona  
32 fide factors other than sex, such as training, education or  
33 experience, or the quantity or quality of production;

34 (2) That the factor or factors do not perpetuate a sex-based  
35 differential in compensation;

36 (3) That each of the factors is applied reasonably;

37 (4) That one or more of the factors account for the entire wage  
38 differential; and

39 (5) That the factors are job-related with respect to the position  
40 in question and based on a legitimate business necessity. A factor  
41 based on business necessity shall not apply if it is demonstrated that  
42 there are alternative business practices that would serve the same  
43 business purpose without producing the wage differential.

44 Comparisons of wage rates shall be based on wage rates in all of  
45 an employer's operations or facilities.

46 (cf: P.L.2013, c.220, s.2)

1       2. Section 16 of P.L.1945, c.169 (C.10:5-17) is amended to  
2 read as follows:

3       16. If, upon all evidence at the hearing, the director shall find  
4 that the respondent has engaged in any unlawful employment  
5 practice or unlawful discrimination as defined in this act, the  
6 director shall state his findings of fact and conclusions of law and  
7 shall issue and cause to be served on such respondent an order  
8 requiring such respondent to cease and desist from such unlawful  
9 employment practice or unlawful discrimination and to take such  
10 affirmative action, including, but not limited to, hiring,  
11 reinstatement or upgrading of employees, with or without back pay,  
12 or restoration to membership, in any respondent labor organization,  
13 or extending full and equal accommodations, advantages, facilities,  
14 and privileges to all persons, as, in the judgment of the director, will  
15 effectuate the purpose of this act, and including a requirement for  
16 report of the manner of compliance. If the conduct violative of this  
17 act constitutes any form of unlawful economic discrimination  
18 prohibited in **【section 11, subsections】** subsection 1., m., **【and】** or  
19 n. of **【this act,】** section 11 of P.L.1945, c.169 (C.10:5-12), or any  
20 form of unlawful employment practice prohibited by subsection r.  
21 or t. of section 11 of P.L.1945, c.169 (C.10:5-12), the affirmative  
22 action taken by the director may include the award of three-fold  
23 damages to the person or persons aggrieved by the violation. The  
24 director shall have the power to use reasonably certain bases,  
25 including but not limited to list, catalogue or market prices or  
26 values, or contract or advertised terms and conditions, in order to  
27 determine particulars or performance in giving appropriate remedy.  
28 In addition to any other remedies provided by P.L.1945,  
29 c.169 (C.10:5-1 et seq.), a prevailing complainant may recover  
30 damages to compensate for emotional distress caused by the  
31 activities found to be in violation of P.L.1945, c.169 (C.10:5-1 et  
32 seq.) to the same extent as is available in common law tort actions.  
33 In any case in which the director, Attorney General, or appropriate  
34 organization is a complainant, on behalf of named or unnamed  
35 individuals or a class of individuals, any of the remedies or relief  
36 allowed by this act may be awarded or applied to the named or  
37 unnamed individual victims of discrimination. If, upon all  
38 evidence, the director shall find that the respondent has not engaged  
39 in any such unlawful practice or unlawful discrimination, the  
40 director shall state his findings of fact and conclusions of law and  
41 shall issue and cause to be served on the complainant an order  
42 dismissing the said complaint as to such respondent.

43 (cf: P.L.2003, c.180, s.16)

44

45       3. (New section) a. Any employer, regardless of the location  
46 of the employer, who enters into a contract with a public body to  
47 provide qualifying services to the public body shall provide a report  
48 to the Commissioner of Labor and Workforce Development, in a

1 form issued by regulation promulgated by the commissioner, of  
2 information regarding the gender, race, job title, occupational  
3 category, and total compensation of every employee of the  
4 employer employed in the State in connection with the contract.  
5 The employer shall provide the commissioner, throughout the  
6 duration of the contract or contracts, with an update to the report  
7 each time there is a significant change in any of the information that  
8 the employer is required to report pursuant to this section, or other  
9 significant change in employment status, including, but not limited  
10 to, medical leave of 12 weeks or more, hiring, termination for any  
11 reason, a change in part-time or full-time status, or a change in  
12 “employee” or “contractor” status.

13 b. Any employer, regardless of the location of the employer,  
14 who enters into a contract with a public body to perform any public  
15 work for the public body shall provide to the commissioner, through  
16 certified payroll records required pursuant to P.L.1963,  
17 c.150 (C.34:11-56.25 et seq.), information regarding the gender,  
18 race, job title, occupational category, and rate of total compensation  
19 of every employee of the employer employed in the State in  
20 connection with the contract. The employer shall provide the  
21 commissioner, throughout the duration of the contract or contracts,  
22 with an update to the information whenever payroll records are  
23 required to be submitted pursuant to P.L.1963, c.150 (C.34:11-  
24 56.25 et seq.).

25 c. The commissioner shall retain the information provided by  
26 the employer during any period of time that one or more contracts  
27 are in effect between the employer and any public body and not less  
28 than five years after the end of that period. The retained  
29 employment information shall be made available by the  
30 commissioner to the Division on Civil Rights in the Department of  
31 Law and Public Safety, and, upon request, provided to anyone who  
32 is or was an employee of the employer during the period of any of  
33 the contracts between the employer and any public body, or any  
34 authorized representative of the employee.

35 d. For the purposes of the section:

36 “Public body” means the State or any agency or instrumentality  
37 of the State;

38 “Public work” means public work as defined in section 2 of  
39 P.L.1963, c.150 (C.34:11-56.26) and which is subject to the  
40 provisions of P.L.1963, c.150 (C.34:11-56.25 et seq.). Public work  
41 shall not include the provision of goods or products.

42 “Qualifying services” means the provision of any service to the  
43 State or to any other public body, except for public work as defined  
44 in section 2 of P.L.1963, c.150 (C.34:11-56.26).

45 “Service” means any act performed in exchange for payment,  
46 including the provision of professional services, but shall not  
47 include the sale of goods or products.

1       4. This act shall take effect immediately.

2

3

4

STATEMENT

5

6       This bill modifies current law, including the Law Against  
7 Discrimination, P.L.1945, c.169 (C.10:5-1 et seq.) (“LAD”), to  
8 strengthen protections against employment discrimination and  
9 promote equal pay for women.

10       The bill amends the LAD to make it an unlawful employment  
11 practice for an employer to discriminate between employees on the  
12 basis of sex by paying a rate of compensation, including benefits, to  
13 employees of one sex less than the rate paid to employees of the  
14 other sex for substantially similar work, when viewed as a  
15 composite of skill, effort and responsibility. The bill prohibits any  
16 employer paying a rate in violation of the bill from reducing the rate  
17 of compensation of any employee in order to comply with the bill.  
18 The bill permits an employer to pay a different rate of compensation  
19 if the employer demonstrates that the differential is made pursuant  
20 to a seniority system or a merit system, or is based on legitimate,  
21 bona fide factors other than sex, such as training, education,  
22 experience, or the quantity or quality of production, that each factor  
23 is applied reasonably, that one or more of the factors account for the  
24 entire wage differential, and that the factor or factors do not  
25 perpetuate a sex-based differential in compensation, are job-related  
26 and based upon legitimate business necessities.

27       The bill also amends the LAD to prohibit an employer from  
28 taking reprisals against an employee for disclosing information  
29 about job titles, occupational categories, rates of compensation,  
30 gender, race, ethnicity, military status, or national origin of  
31 employees or former employees. It prohibits an employer from  
32 requiring, as a condition of employment, any employee or  
33 prospective employee to waive rights under the law.

34       The bill provides for the awarding of three-fold damages for  
35 violations of its provisions.

36       The bill further provides that a discriminatory compensation  
37 decision or other employment practice that is unlawful under the  
38 LAD occurs each occasion that compensation is paid in furtherance  
39 of that discriminatory decision or practice. This provision thus  
40 restarts the applicable statute of limitations governing  
41 discriminatory compensation claims under the LAD, effectively  
42 making each paycheck another instance of the discriminatory  
43 compensation decision or other practice and therefore a new or  
44 continuing violation. In addition, the bill provides that liability  
45 shall accrue and an aggrieved person may obtain relief for back pay  
46 for the entire period of time in which the violation has been  
47 continuous, if the violation continues to occur within the statute of  
48 limitations.

**S104 WEINBERG, SWEENEY**

18

1       The bill provides that nothing in the LAD will prohibit  
2 application of the doctrine of “continuing violation” or the  
3 “discovery rule” to any appropriate claim as those doctrines  
4 currently exist in New Jersey common law. The bill also makes it a  
5 violation of the LAD for an employer to require an employee to  
6 agree to any reduction of any applicable statute of limitation.

7       Finally, the bill requires an employer entering into a contract  
8 with the State to provide information concerning every employee  
9 employed in connection with the contract, including information  
10 regarding the employee’s gender, race, job title, occupational  
11 category, and total compensation, and report specified significant  
12 changes in employee status during the contract. The Commissioner  
13 of Labor and Workforce Development is required to retain and  
14 make the information available to the Division of Civil Rights, and,  
15 upon request, employees and their authorized representatives.

# SENATE LABOR COMMITTEE

## STATEMENT TO

### **SENATE, No. 104**

with committee amendments

# **STATE OF NEW JERSEY**

DATED: MARCH 5, 2018

The Senate Labor Committee reports favorably, and with committee amendments, Senate Bill No. 104.

This bill, as amended by the committee, modifies current law, including the Law Against Discrimination, P.L.1945, c.169 (C.10:5-1 et seq.) (“LAD”), to strengthen protections against employment discrimination and promote equal pay for all groups protected from discrimination by the LAD.

As amended, the bill modified the LAD to make it an unlawful employment practice for an employer to discriminate against an employee because the employee is a member of a class protected against discrimination by the LAD, by paying a rate of compensation, including benefits, to employees of a protected class less than the rate paid to employees not of the class for substantially similar work, when viewed as a composite of skill, effort and responsibility. The bill prohibits any employer paying a rate in violation of the bill from reducing the rate of compensation of any employee in order to comply with the bill. The bill permits an employer to pay a different rate of compensation if the employer demonstrates that the differential is made pursuant to a seniority system or a merit system, or is based on legitimate, bona fide factors other than sex or other characteristics of members of a protected class, such as training, education, experience, or the quantity or quality of production, that each factor is applied reasonably, that one or more of the factors account for the entire wage differential, and that the factor or factors do not perpetuate a differential based on sex or other characteristic of members of a protected class, are job-related and based upon legitimate business necessities.

With the committee amendments, the bill also amends the LAD to prohibit an employer from taking reprisals against an employee for discussing with, or disclosing to, other employees or former employees, attorneys, or government agencies, information about job titles, occupational categories, rates of compensation, gender, race, ethnicity, military status, or national origin of employees or former employees. It prohibits an employer from requiring, as a condition of employment, any employee or prospective employee to waive rights under the law.

The bill provides for the awarding of three-fold damages for violations of its provisions.

The bill further provides that a discriminatory compensation decision or other employment practice that is unlawful under the LAD occurs each occasion that compensation is paid in furtherance of that discriminatory decision or practice. This provision thus restarts the applicable statute of limitations governing discriminatory compensation claims under the LAD, effectively making each paycheck another instance of the discriminatory compensation decision or other practice and therefore a new or continuing violation. In addition, the bill provides that liability shall accrue and an aggrieved person may obtain relief for back pay for the entire period of time in which the violation has been continuous, if the violation continues to occur within the statute of limitations.

The bill provides that nothing in the LAD will prohibit application of the doctrine of “continuing violation” or the “discovery rule” to any appropriate claim as those doctrines currently exist in New Jersey common law. The bill also makes it a violation of the LAD for an employer to require an employee to agree to any reduction of any applicable statute of limitation.

Finally, the bill requires an employer entering into a contract with the State to provide information concerning every employee employed in connection with the contract, including information regarding the employee’s gender, race, job title, occupational category, and total compensation, and report specified significant changes in employee status during the contract. The Commissioner of Labor and Workforce Development is required to retain and make the information available to the Division of Civil Rights, and, upon request, employees and their authorized representatives.

This bill was pre-filed for introduction in the 2018-2019 session pending technical review. As reported, the bill includes the changes required by technical review, which has been performed.



# SENATE BUDGET AND APPROPRIATIONS COMMITTEE

## STATEMENT TO

[First Reprint]

## **SENATE, No. 104**

with committee amendments

# **STATE OF NEW JERSEY**

DATED: MARCH 13, 2018

The Senate Budget and Appropriations Committee reports favorably Senate Bill No. 104 (1R), with committee amendments.

As amended, this bill, entitled the “Diane B. Allen Equal Pay Act,” modifies current law, including the Law Against Discrimination, P.L.1945, c.169 (C.10:5-1 et seq.) (“LAD”), to strengthen protections against employment discrimination and promote equal pay for all groups protected from discrimination by the LAD.

The bill amends the LAD to make it an unlawful employment practice for an employer to discriminate against an employee who is a member of a class protected against discrimination by paying a rate of compensation, including benefits, to employees of a protected class which is less than the rate paid to employees not of the class for substantially similar work, when viewed as a composite of skill, effort and responsibility. The bill prohibits any employer paying a rate in violation of the bill from reducing the rate of compensation of any employee in order to comply with the bill. The bill permits an employer to pay a different rate of compensation if the employer demonstrates that the differential is made pursuant to a seniority system or a merit system, or is based on legitimate, bona fide factors other than sex or other characteristics of members of a protected class, such as training, education, experience, or the quantity or quality of production, that each factor is applied reasonably, that one or more of the factors account for the entire wage differential, and that the factor or factors do not perpetuate a differential based on sex or other characteristic of members of a protected class, are job-related and based upon legitimate business necessities.

The bill changes the LAD to prohibit an employer from taking reprisals against an employee for discussing with, or disclosing to, other employees or former employees, attorneys, or government agencies, information about job titles, occupational categories, rates of compensation, gender, race, ethnicity, military status, or national origin of employees or former employees. The bill prohibits an employer from requiring, as a condition of employment, any employee or prospective employee to waive rights under the law.

The bill provides that if the Director of the Division on Civil Rights finds that the respondent has engaged in any unlawful employment practice or unlawful discrimination as defined in the provisions of the act, the affirmative action taken by the director may include the awarding of three-fold damages to the person or persons aggrieved by the violation. The bill also provides that if a jury determines that an employer is guilty of an unlawful employment practice, the judge is required to award three times any monetary damages to the person or persons aggrieved by the violation.

The bill further provides that a discriminatory compensation decision or other employment practice that is unlawful under the LAD occurs each occasion that compensation is paid in furtherance of that discriminatory decision or practice. This provision thus restarts the applicable statute of limitations governing discriminatory compensation claims under the LAD, effectively making each paycheck another instance of the discriminatory compensation decision or other practice and therefore a new or continuing violation. In addition, the bill provides that liability is to accrue and an aggrieved person may obtain relief for back pay for a period not to exceed six years during which the violation has been continuous, if the violation continues to occur within the statute of limitations.

The bill provides that nothing in the LAD will prohibit application of the doctrine of “continuing violation” or the “discovery rule” to any appropriate claim as those doctrines currently exist in New Jersey common law. The bill also makes it a violation of the LAD for an employer to require an employee to agree to any reduction of any applicable statute of limitation.

Finally, the bill requires an employer entering into a contract with the State to provide, upon the commencement of the contract, a report concerning employees employed in connection with the contract, including information regarding the compensation and hours worked of employees by gender, race, ethnicity, and job category, and data regarding compensation and hours worked of employees is required to be report in the form by pay bands to be established by regulation promulgated by the Commissioner of Labor and Workforce Development. The commissioner is required to retain and make the information available to the Division of Civil Rights, and, upon request, employees and their authorized representatives.

#### COMMITTEE AMENDMENTS:

The amendments specify that the bill is to be known as the “Diane B. Allen Equal Pay Act.”

The amendments limit the period of time during which liability may accrue and provide that an aggrieved person may obtain relief for six years of back pay.

The amendments provide that if a jury determines that an employer is guilty of an unlawful employment practice, the judge is required to

award three times any monetary damages to the person or persons aggrieved by the violation.

The amendments alter certain reporting requirements to require employers to report at the commencement of the contract the compensation and hours worked by employees categorized by gender, race, ethnicity, and job category, and data regarding compensation and hours worked of employees is required to be reported by pay bands to be established by regulation promulgated by the commissioner. The amendments also remove the requirement to report upon certain specified significant changes in employee status during the contract.

The amendments revise the effective date of the bill to July 1, 2018.

FISCAL IMPACT:

This bill has not been certified as requiring a fiscal note.

**ASSEMBLY, No. 1**

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**STATE OF NEW JERSEY**

**218th LEGISLATURE**

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INTRODUCED MARCH 22, 2018

**Sponsored by:**

**Assemblywoman PAMELA R. LAMPITT**

**District 6 (Burlington and Camden)**

**Assemblywoman JOANN DOWNEY**

**District 11 (Monmouth)**

**Assemblywoman VALERIE VAINIERI HUTTLE**

**District 37 (Bergen)**

**Assemblyman RAJ MUKHERJI**

**District 33 (Hudson)**

**Assemblywoman SHAVONDA E. SUMTER**

**District 35 (Bergen and Passaic)**

**Assemblyman PAUL D. MORIARTY**

**District 4 (Camden and Gloucester)**

**Co-Sponsored by:**

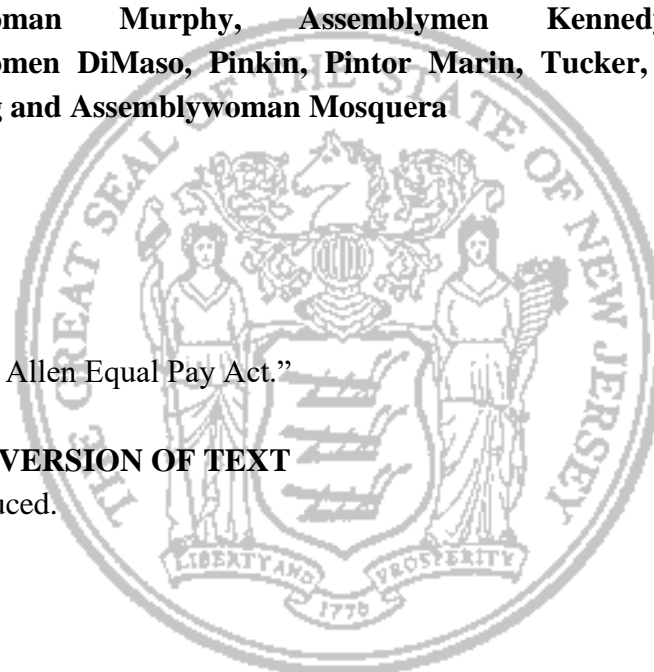
**Assemblywoman Jones, Assemblyman Zwicker, Assemblywoman McKnight, Assemblyman Benson, Assemblywoman Chaparro, Assemblyman Chiaravalloti, Assemblywoman Jasey, Assemblyman McKeon, Assemblywoman Quijano, Assemblyman Coughlin, Assemblywoman Murphy, Assemblymen Kennedy, Johnson, Assemblywomen DiMaso, Pinkin, Pintor Marin, Tucker, Assemblyman Houghtaling and Assemblywoman Mosquera**

**SYNOPSIS**

“Diane B. Allen Equal Pay Act.”

**CURRENT VERSION OF TEXT**

As introduced.



**(Sponsorship Updated As Of: 3/27/2018)**

1 AN ACT concerning equal pay and employment discrimination,  
2 requiring public contractors to report certain employment  
3 information, amending P.L.1945, c.169, and supplementing  
4 P.L.1952, c.9 (C.34:11-56.1 et seq.).

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

8  
9 1. (New section) This act shall be known and may be cited as  
10 the “Diane B. Allen Equal Pay Act.”

11  
12 2. Section 11 of P.L.1945, c.169 (C.10:5-12) is amended to  
13 read as follows:

14 11. It shall be an unlawful employment practice, or, as the case  
15 may be, an unlawful discrimination:

16 a. For an employer, because of the race, creed, color, national  
17 origin, ancestry, age, marital status, civil union status, domestic  
18 partnership status, affectional or sexual orientation, genetic  
19 information, pregnancy or breastfeeding, sex, gender identity or  
20 expression, disability or atypical hereditary cellular or blood trait of  
21 any individual, or because of the liability for service in the Armed  
22 Forces of the United States or the nationality of any individual, or  
23 because of the refusal to submit to a genetic test or make available  
24 the results of a genetic test to an employer, to refuse to hire or  
25 employ or to bar or to discharge or require to retire, unless justified  
26 by lawful considerations other than age, from employment such  
27 individual or to discriminate against such individual in  
28 compensation or in terms, conditions or privileges of employment;  
29 provided, however, it shall not be an unlawful employment practice  
30 to refuse to accept for employment an applicant who has received a  
31 notice of induction or orders to report for active duty in the armed  
32 forces; provided further that nothing herein contained shall be  
33 construed to bar an employer from refusing to accept for  
34 employment any person on the basis of sex in those certain  
35 circumstances where sex is a bona fide occupational qualification,  
36 reasonably necessary to the normal operation of the particular  
37 business or enterprise; provided further that nothing herein  
38 contained shall be construed to bar an employer from refusing to  
39 accept for employment or to promote any person over 70 years of  
40 age; provided further that it shall not be an unlawful employment  
41 practice for a club exclusively social or fraternal to use club  
42 membership as a uniform qualification for employment, or for a  
43 religious association or organization to utilize religious affiliation  
44 as a uniform qualification in the employment of clergy, religious  
45 teachers or other employees engaged in the religious activities of

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

**Matter underlined thus is new matter.**

1 the association or organization, or in following the tenets of its  
2 religion in establishing and utilizing criteria for employment of an  
3 employee; provided further, that it shall not be an unlawful  
4 employment practice to require the retirement of any employee  
5 who, for the two-year period immediately before retirement, is  
6 employed in a bona fide executive or a high policy-making position,  
7 if that employee is entitled to an immediate non-forfeitable annual  
8 retirement benefit from a pension, profit sharing, savings or  
9 deferred retirement plan, or any combination of those plans, of the  
10 employer of that employee which equals in the aggregate at least  
11 \$27,000.00; and provided further that an employer may restrict  
12 employment to citizens of the United States where such restriction  
13 is required by federal law or is otherwise necessary to protect the  
14 national interest.

15 The provisions of subsections a. and b. of section 57 of  
16 P.L.2003, c.246 (C.34:11A-20), and the provisions of section 58 of  
17 P.L.2003, c.246 (C.26:8A-11), shall not be deemed to be an  
18 unlawful discrimination under P.L.1945, c.169 (C.10:5-1 et seq.).

19 For the purposes of this subsection, a "bona fide executive" is a  
20 top level employee who exercises substantial executive authority  
21 over a significant number of employees and a large volume of  
22 business. A "high policy-making position" is a position in which a  
23 person plays a significant role in developing policy and in  
24 recommending the implementation thereof.

25 For the purposes of this subsection, an unlawful employment  
26 practice occurs, with respect to discrimination in compensation or  
27 in the financial terms or conditions of employment, each occasion  
28 that an individual is affected by application of a discriminatory  
29 compensation decision or other practice, including, but not limited  
30 to, each occasion that wages, benefits, or other compensation are  
31 paid, resulting in whole or in part from the decision or other  
32 practice.

33 In addition to any other relief authorized by the "Law Against  
34 Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.) for  
35 discrimination in compensation or in the financial terms or  
36 conditions of employment, liability shall accrue and an aggrieved  
37 person may obtain relief for back pay for the entire period of time,  
38 except not more than six years, in which the violation with regard to  
39 discrimination in compensation or in the financial terms or  
40 conditions of employment has been continuous, if the violation  
41 continues to occur within the statute of limitations.

42 Nothing in this subsection shall prohibit the application of the  
43 doctrine of "continuing violation" or the "discovery rule" to any  
44 appropriate claim as those doctrines currently exist in New Jersey  
45 common law. It shall be an unlawful employment practice to  
46 require employees or prospective employees to consent to a  
47 shortened statute of limitations or to waive any of the protections

1 provided by the “Law Against Discrimination,” P.L.1945, c.169  
2 (C.10:5-1 et seq.).

3 b. For a labor organization, because of the race, creed, color,  
4 national origin, ancestry, age, marital status, civil union status,  
5 domestic partnership status, affectional or sexual orientation,  
6 gender identity or expression, disability, pregnancy or  
7 breastfeeding, or sex of any individual, or because of the liability  
8 for service in the Armed Forces of the United States or nationality  
9 of any individual, to exclude or to expel from its membership such  
10 individual or to discriminate in any way against any of its members,  
11 against any applicant for, or individual included in, any apprentice  
12 or other training program or against any employer or any individual  
13 employed by an employer; provided, however, that nothing herein  
14 contained shall be construed to bar a labor organization from  
15 excluding from its apprentice or other training programs any person  
16 on the basis of sex in those certain circumstances where sex is a  
17 bona fide occupational qualification reasonably necessary to the  
18 normal operation of the particular apprentice or other training  
19 program.

20 c. For any employer or employment agency to print or circulate  
21 or cause to be printed or circulated any statement, advertisement or  
22 publication, or to use any form of application for employment, or to  
23 make an inquiry in connection with prospective employment, which  
24 expresses, directly or indirectly, any limitation, specification or  
25 discrimination as to race, creed, color, national origin, ancestry,  
26 age, marital status, civil union status, domestic partnership status,  
27 affectional or sexual orientation, gender identity or expression,  
28 disability, nationality, pregnancy or breastfeeding, or sex or liability  
29 of any applicant for employment for service in the Armed Forces of  
30 the United States, or any intent to make any such limitation,  
31 specification or discrimination, unless based upon a bona fide  
32 occupational qualification.

33 d. For any person to take reprisals against any person because  
34 that person has opposed any practices or acts forbidden under this  
35 act or because that person has sought legal advice regarding rights  
36 under this act, shared relevant information with legal counsel,  
37 shared information with a governmental entity, or filed a complaint,  
38 testified or assisted in any proceeding under this act or to coerce,  
39 intimidate, threaten or interfere with any person in the exercise or  
40 enjoyment of, or on account of that person having aided or  
41 encouraged any other person in the exercise or enjoyment of, any  
42 right granted or protected by this act.

43 e. For any person, whether an employer or an employee or not,  
44 to aid, abet, incite, compel or coerce the doing of any of the acts  
45 forbidden under this act, or to attempt to do so.

46 f. (1) For any owner, lessee, proprietor, manager,  
47 superintendent, agent, or employee of any place of public  
48 accommodation directly or indirectly to refuse, withhold from or

1 deny to any person any of the accommodations, advantages,  
2 facilities or privileges thereof, or to discriminate against any person  
3 in the furnishing thereof, or directly or indirectly to publish,  
4 circulate, issue, display, post or mail any written or printed  
5 communication, notice, or advertisement to the effect that any of  
6 the accommodations, advantages, facilities, or privileges of any  
7 such place will be refused, withheld from, or denied to any person  
8 on account of the race, creed, color, national origin, ancestry,  
9 marital status, civil union status, domestic partnership status,  
10 pregnancy or breastfeeding, sex, gender identity or expression,  
11 affectional or sexual orientation, disability, liability for service in  
12 the Armed Forces of the United States or nationality of such person,  
13 or that the patronage or custom thereof of any person of any  
14 particular race, creed, color, national origin, ancestry, marital status,  
15 civil union status, domestic partnership status, pregnancy or  
16 breastfeeding status, sex, gender identity or expression, affectional  
17 or sexual orientation, disability, liability for service in the Armed  
18 Forces of the United States or nationality is unwelcome,  
19 objectionable or not acceptable, desired or solicited, and the  
20 production of any such written or printed communication, notice or  
21 advertisement, purporting to relate to any such place and to be made  
22 by any owner, lessee, proprietor, superintendent or manager thereof,  
23 shall be presumptive evidence in any action that the same was  
24 authorized by such person; provided, however, that nothing  
25 contained herein shall be construed to bar any place of public  
26 accommodation which is in its nature reasonably restricted  
27 exclusively to individuals of one sex, and which shall include but  
28 not be limited to any summer camp, day camp, or resort camp,  
29 bathhouse, dressing room, swimming pool, gymnasium, comfort  
30 station, dispensary, clinic or hospital, or school or educational  
31 institution which is restricted exclusively to individuals of one sex,  
32 provided individuals shall be admitted based on their gender  
33 identity or expression, from refusing, withholding from or denying  
34 to any individual of the opposite sex any of the accommodations,  
35 advantages, facilities or privileges thereof on the basis of sex;  
36 provided further, that the foregoing limitation shall not apply to any  
37 restaurant as defined in R.S.33:1-1 or place where alcoholic  
38 beverages are served.

39 (2) Notwithstanding the definition of "a place of public  
40 accommodation" as set forth in subsection 1. of section 5 of  
41 P.L.1945, c.169 (C.10:5-5), for any owner, lessee, proprietor,  
42 manager, superintendent, agent, or employee of any private club or  
43 association to directly or indirectly refuse, withhold from or deny to  
44 any individual who has been accepted as a club member and has  
45 contracted for or is otherwise entitled to full club membership any  
46 of the accommodations, advantages, facilities or privileges thereof,  
47 or to discriminate against any member in the furnishing thereof on  
48 account of the race, creed, color, national origin, ancestry, marital



1 status, civil union status, domestic partnership status, pregnancy or  
2 breastfeeding, sex, gender identity, or expression, affectional or  
3 sexual orientation, disability, liability for service in the Armed  
4 Forces of the United States or nationality of such person.

5 In addition to the penalties otherwise provided for a violation of  
6 P.L.1945, c.169 (C.10:5-1 et seq.), if the violator of paragraph (2)  
7 of subsection f. of this section is the holder of an alcoholic beverage  
8 license issued under the provisions of R.S.33:1-12 for that private  
9 club or association, the matter shall be referred to the Director of  
10 the Division of Alcoholic Beverage Control who shall impose an  
11 appropriate penalty in accordance with the procedures set forth in  
12 R.S.33:1-31.

13 g. For any person, including but not limited to, any owner,  
14 lessee, sublessee, assignee or managing agent of, or other person  
15 having the right of ownership or possession of or the right to sell,  
16 rent, lease, assign, or sublease any real property or part or portion  
17 thereof, or any agent or employee of any of these:

18 (1) To refuse to sell, rent, lease, assign, or sublease or otherwise  
19 to deny to or withhold from any person or group of persons any real  
20 property or part or portion thereof because of race, creed, color,  
21 national origin, ancestry, marital status, civil union status, domestic  
22 partnership status, pregnancy or breastfeeding, sex, gender identity  
23 or expression, affectional or sexual orientation, familial status,  
24 disability, liability for service in the Armed Forces of the United  
25 States, nationality, or source of lawful income used for rental or  
26 mortgage payments;

27 (2) To discriminate against any person or group of persons  
28 because of race, creed, color, national origin, ancestry, marital  
29 status, civil union status, domestic partnership status, pregnancy or  
30 breastfeeding, sex, gender identity or expression, affectional or  
31 sexual orientation, familial status, disability, liability for service in  
32 the Armed Forces of the United States, nationality or source of  
33 lawful income used for rental or mortgage payments in the terms,  
34 conditions or privileges of the sale, rental or lease of any real  
35 property or part or portion thereof or in the furnishing of facilities  
36 or services in connection therewith;

37 (3) To print, publish, circulate, issue, display, post or mail, or  
38 cause to be printed, published, circulated, issued, displayed, posted  
39 or mailed any statement, advertisement, publication or sign, or to  
40 use any form of application for the purchase, rental, lease,  
41 assignment or sublease of any real property or part or portion  
42 thereof, or to make any record or inquiry in connection with the  
43 prospective purchase, rental, lease, assignment, or sublease of any  
44 real property, or part or portion thereof which expresses, directly or  
45 indirectly, any limitation, specification or discrimination as to race,  
46 creed, color, national origin, ancestry, marital status, civil union  
47 status, domestic partnership status, pregnancy or breastfeeding, sex,  
48 gender identity, or expression, affectional or sexual orientation,

1 familial status, disability, liability for service in the Armed Forces  
2 of the United States, nationality, or source of lawful income used  
3 for rental or mortgage payments, or any intent to make any such  
4 limitation, specification or discrimination, and the production of  
5 any such statement, advertisement, publicity, sign, form of  
6 application, record, or inquiry purporting to be made by any such  
7 person shall be presumptive evidence in any action that the same  
8 was authorized by such person; provided, however, that nothing  
9 contained in this subsection shall be construed to bar any person  
10 from refusing to sell, rent, lease, assign or sublease or from  
11 advertising or recording a qualification as to sex for any room,  
12 apartment, flat in a dwelling or residential facility which is planned  
13 exclusively for and occupied by individuals of one sex to any  
14 individual of the exclusively opposite sex on the basis of sex  
15 provided individuals shall be qualified based on their gender  
16 identity or expression;

17 (4) To refuse to sell, rent, lease, assign, or sublease or otherwise  
18 to deny to or withhold from any person or group of persons any real  
19 property or part or portion thereof because of the source of any  
20 lawful income received by the person or the source of any lawful  
21 rent payment to be paid for the real property; or

22 (5) To refuse to rent or lease any real property to another person  
23 because that person's family includes children under 18 years of  
24 age, or to make an agreement, rental or lease of any real property  
25 which provides that the agreement, rental or lease shall be rendered  
26 null and void upon the birth of a child. This paragraph shall not  
27 apply to housing for older persons as defined in subsection mm. of  
28 section 5 of P.L.1945, c.169 (C.10:5-5).

29 h. For any person, including but not limited to, any real estate  
30 broker, real estate salesperson, or employee or agent thereof:

31 (1) To refuse to sell, rent, assign, lease or sublease, or offer for  
32 sale, rental, lease, assignment, or sublease any real property or part  
33 or portion thereof to any person or group of persons or to refuse to  
34 negotiate for the sale, rental, lease, assignment, or sublease of any  
35 real property or part or portion thereof to any person or group of  
36 persons because of race, creed, color, national origin, ancestry,  
37 marital status, civil union status, domestic partnership status,  
38 familial status, pregnancy or breastfeeding, sex, gender identity or  
39 expression, affectional or sexual orientation, liability for service in  
40 the Armed Forces of the United States, disability, nationality, or  
41 source of lawful income used for rental or mortgage payments, or to  
42 represent that any real property or portion thereof is not available  
43 for inspection, sale, rental, lease, assignment, or sublease when in  
44 fact it is so available, or otherwise to deny or withhold any real  
45 property or any part or portion of facilities thereof to or from any  
46 person or group of persons because of race, creed, color, national  
47 origin, ancestry, marital status, civil union status, domestic  
48 partnership status, familial status, pregnancy or breastfeeding, sex,

1 gender identity or expression, affectional or sexual orientation,  
2 liability for service in the Armed Forces of the United States,  
3 disability or nationality;

4 (2) To discriminate against any person because of race, creed,  
5 color, national origin, ancestry, marital status, civil union status,  
6 domestic partnership status, familial status, pregnancy or  
7 breastfeeding, sex, gender identity or expression, affectional or  
8 sexual orientation, disability, nationality, or source of lawful  
9 income used for rental or mortgage payments in the terms,  
10 conditions or privileges of the sale, rental, lease, assignment or  
11 sublease of any real property or part or portion thereof or in the  
12 furnishing of facilities or services in connection therewith;

13 (3) To print, publish, circulate, issue, display, post, or mail, or  
14 cause to be printed, published, circulated, issued, displayed, posted  
15 or mailed any statement, advertisement, publication or sign, or to  
16 use any form of application for the purchase, rental, lease,  
17 assignment, or sublease of any real property or part or portion  
18 thereof or to make any record or inquiry in connection with the  
19 prospective purchase, rental, lease, assignment, or sublease of any  
20 real property or part or portion thereof which expresses, directly or  
21 indirectly, any limitation, specification or discrimination as to race,  
22 creed, color, national origin, ancestry, marital status, civil union  
23 status, domestic partnership status, familial status, pregnancy or  
24 breastfeeding, sex, gender identity or expression, affectional or  
25 sexual orientation, disability, liability for service in the Armed  
26 Forces of the United States, nationality, or source of lawful income  
27 used for rental or mortgage payments or any intent to make any  
28 such limitation, specification or discrimination, and the production  
29 of any such statement, advertisement, publicity, sign, form of  
30 application, record, or inquiry purporting to be made by any such  
31 person shall be presumptive evidence in any action that the same  
32 was authorized by such person; provided, however, that nothing  
33 contained in this subsection h., shall be construed to bar any person  
34 from refusing to sell, rent, lease, assign or sublease or from  
35 advertising or recording a qualification as to sex for any room,  
36 apartment, flat in a dwelling or residential facility which is planned  
37 exclusively for and occupied exclusively by individuals of one sex  
38 to any individual of the opposite sex on the basis of sex, provided  
39 individuals shall be qualified based on their gender identity or  
40 expression;

41 (4) To refuse to sell, rent, lease, assign, or sublease or otherwise  
42 to deny to or withhold from any person or group of persons any real  
43 property or part or portion thereof because of the source of any  
44 lawful income received by the person or the source of any lawful  
45 rent payment to be paid for the real property; or

46 (5) To refuse to rent or lease any real property to another person  
47 because that person's family includes children under 18 years of  
48 age, or to make an agreement, rental or lease of any real property

1 which provides that the agreement, rental or lease shall be rendered  
2 null and void upon the birth of a child. This paragraph shall not  
3 apply to housing for older persons as defined in subsection mm. of  
4 section 5 of P.L.1945, c.169 (C.10:5-5).

5 i. For any person, bank, banking organization, mortgage  
6 company, insurance company or other financial institution, lender  
7 or credit institution involved in the making or purchasing of any  
8 loan or extension of credit, for whatever purpose, whether secured  
9 by residential real estate or not, including but not limited to  
10 financial assistance for the purchase, acquisition, construction,  
11 rehabilitation, repair or maintenance of any real property or part or  
12 portion thereof or any agent or employee thereof:

13 (1) To discriminate against any person or group of persons  
14 because of race, creed, color, national origin, ancestry, marital  
15 status, civil union status, domestic partnership status, pregnancy or  
16 breastfeeding, sex, gender identity or expression, affectional or  
17 sexual orientation, disability, liability for service in the Armed  
18 Forces of the United States, familial status or nationality, in the  
19 granting, withholding, extending, modifying, renewing, or  
20 purchasing, or in the fixing of the rates, terms, conditions or  
21 provisions of any such loan, extension of credit or financial  
22 assistance or purchase thereof or in the extension of services in  
23 connection therewith;

24 (2) To use any form of application for such loan, extension of  
25 credit or financial assistance or to make record or inquiry in  
26 connection with applications for any such loan, extension of credit  
27 or financial assistance which expresses, directly or indirectly, any  
28 limitation, specification or discrimination as to race, creed, color,  
29 national origin, ancestry, marital status, civil union status, domestic  
30 partnership status, pregnancy or breastfeeding, sex, gender identity  
31 or expression, affectional or sexual orientation, disability, liability  
32 for service in the Armed Forces of the United States, familial status  
33 or nationality or any intent to make any such limitation,  
34 specification or discrimination; unless otherwise required by law or  
35 regulation to retain or use such information;

36 (3) (Deleted by amendment, P.L.2003, c.180).

37 (4) To discriminate against any person or group of persons  
38 because of the source of any lawful income received by the person  
39 or the source of any lawful rent payment to be paid for the real  
40 property; or

41 (5) To discriminate against any person or group of persons  
42 because that person's family includes children under 18 years of  
43 age, or to make an agreement or mortgage which provides that the  
44 agreement or mortgage shall be rendered null and void upon the  
45 birth of a child. This paragraph shall not apply to housing for older  
46 persons as defined in subsection mm. of section 5 of P.L.1945,  
47 c.169 (C.10:5-5).

1       j. For any person whose activities are included within the  
2 scope of this act to refuse to post or display such notices concerning  
3 the rights or responsibilities of persons affected by this act as the  
4 Attorney General may by regulation require.

5       k. For any real estate broker, real estate salesperson or  
6 employee or agent thereof or any other individual, corporation,  
7 partnership, or organization, for the purpose of inducing a  
8 transaction for the sale or rental of real property from which  
9 transaction such person or any of its members may benefit  
10 financially, to represent that a change has occurred or will or may  
11 occur in the composition with respect to race, creed, color, national  
12 origin, ancestry, marital status, civil union status, domestic  
13 partnership status, familial status, pregnancy or breastfeeding, sex,  
14 gender identity or expression, affectional or sexual orientation,  
15 disability, liability for service in the Armed Forces of the United  
16 States, nationality, or source of lawful income used for rental or  
17 mortgage payments of the owners or occupants in the block,  
18 neighborhood or area in which the real property is located, and to  
19 represent, directly or indirectly, that this change will or may result  
20 in undesirable consequences in the block, neighborhood or area in  
21 which the real property is located, including, but not limited to the  
22 lowering of property values, an increase in criminal or anti-social  
23 behavior, or a decline in the quality of schools or other facilities.

24       l. For any person to refuse to buy from, sell to, lease from or  
25 to, license, contract with, or trade with, provide goods, services or  
26 information to, or otherwise do business with any other person on  
27 the basis of the race, creed, color, national origin, ancestry, age,  
28 pregnancy or breastfeeding, sex, gender identity or expression,  
29 affectional or sexual orientation, marital status, civil union status,  
30 domestic partnership status, liability for service in the Armed  
31 Forces of the United States, disability, nationality, or source of  
32 lawful income used for rental or mortgage payments of such other  
33 person or of such other person's spouse, partners, members,  
34 stockholders, directors, officers, managers, superintendents, agents,  
35 employees, business associates, suppliers, or customers. This  
36 subsection shall not prohibit refusals or other actions (1) pertaining  
37 to employee-employer collective bargaining, labor disputes, or  
38 unfair labor practices, or (2) made or taken in connection with a  
39 protest of unlawful discrimination or unlawful employment  
40 practices.

41       m. For any person to:

42       (1) Grant or accept any letter of credit or other document which  
43 evidences the transfer of funds or credit, or enter into any contract  
44 for the exchange of goods or services, where the letter of credit,  
45 contract, or other document contains any provisions requiring any  
46 person to discriminate against or to certify that he, she or it has not  
47 dealt with any other person on the basis of the race, creed, color,  
48 national origin, ancestry, age, pregnancy or breastfeeding, sex,

1 gender identity or expression, affectional or sexual orientation,  
2 marital status, civil union status, domestic partnership status,  
3 disability, liability for service in the Armed Forces of the United  
4 States, or nationality of such other person or of such other person's  
5 spouse, partners, members, stockholders, directors, officers,  
6 managers, superintendents, agents, employees, business associates,  
7 suppliers, or customers.

8 (2) Refuse to grant or accept any letter of credit or other  
9 document which evidences the transfer of funds or credit, or refuse  
10 to enter into any contract for the exchange of goods or services, on  
11 the ground that it does not contain such a discriminatory provision  
12 or certification.

13 The provisions of this subsection shall not apply to any letter of  
14 credit, contract, or other document which contains any provision  
15 pertaining to employee-employer collective bargaining, a labor  
16 dispute or an unfair labor practice, or made in connection with the  
17 protest of unlawful discrimination or an unlawful employment  
18 practice, if the other provisions of such letter of credit, contract, or  
19 other document do not otherwise violate the provisions of this  
20 subsection.

21 n. For any person to aid, abet, incite, compel, coerce, or induce  
22 the doing of any act forbidden by subsections l. and m. of section  
23 11 of P.L.1945, c.169 (C.10:5-12), or to attempt, or to conspire to  
24 do so. Such prohibited conduct shall include, but not be limited to:

25 (1) Buying from, selling to, leasing from or to, licensing,  
26 contracting with, trading with, providing goods, services, or  
27 information to, or otherwise doing business with any person  
28 because that person does, or agrees or attempts to do, any such act  
29 or any act prohibited by this subsection; or

30 (2) Boycotting, commercially blacklisting or refusing to buy  
31 from, sell to, lease from or to, license, contract with, provide goods,  
32 services or information to, or otherwise do business with any person  
33 because that person has not done or refuses to do any such act or  
34 any act prohibited by this subsection; provided that this subsection  
35 shall not prohibit refusals or other actions either pertaining to  
36 employee-employer collective bargaining, labor disputes, or unfair  
37 labor practices, or made or taken in connection with a protest of  
38 unlawful discrimination or unlawful employment practices.

39 o. For any multiple listing service, real estate brokers'  
40 organization or other service, organization or facility related to the  
41 business of selling or renting dwellings to deny any person access  
42 to or membership or participation in such organization, or to  
43 discriminate against such person in the terms or conditions of such  
44 access, membership, or participation, on account of race, creed,  
45 color, national origin, ancestry, age, marital status, civil union  
46 status, domestic partnership status, familial status, pregnancy or  
47 breastfeeding, sex, gender identity or expression, affectional or

1 sexual orientation, disability, liability for service in the Armed  
2 Forces of the United States or nationality.

3 p. Nothing in the provisions of this section shall affect the  
4 ability of an employer to require employees to adhere to reasonable  
5 workplace appearance, grooming and dress standards not precluded  
6 by other provisions of State or federal law, except that an employer  
7 shall allow an employee to appear, groom and dress consistent with  
8 the employee's gender identity or expression.

9 q. (1) For any employer to impose upon a person as a  
10 condition of obtaining or retaining employment, including  
11 opportunities for promotion, advancement or transfers, any terms or  
12 conditions that would require a person to violate or forego a  
13 sincerely held religious practice or religious observance, including  
14 but not limited to the observance of any particular day or days or  
15 any portion thereof as a Sabbath or other holy day in accordance  
16 with the requirements of the religion or religious belief, unless,  
17 after engaging in a bona fide effort, the employer demonstrates that  
18 it is unable to reasonably accommodate the employee's religious  
19 observance or practice without undue hardship on the conduct of the  
20 employer's business. Notwithstanding any other provision of law to  
21 the contrary, an employee shall not be entitled to premium wages or  
22 premium benefits for work performed during hours to which those  
23 premium wages or premium benefits would ordinarily be  
24 applicable, if the employee is working during those hours only as an  
25 accommodation to his religious requirements. Nothing in this  
26 subsection q. shall be construed as reducing:

27 (a) The number of the hours worked by the employee which are  
28 counted towards the accruing of seniority, pension or other benefits;  
29 or

30 (b) Any premium wages or benefits provided to an employee  
31 pursuant to a collective bargaining agreement.

32 (2) For an employer to refuse to permit an employee to utilize  
33 leave, as provided for in this subsection q., which is solely used to  
34 accommodate the employee's sincerely held religious observance or  
35 practice. Except where it would cause an employer to incur an  
36 undue hardship, no person shall be required to remain at his place  
37 of employment during any day or days or portion thereof that, as a  
38 requirement of his religion, he observes as his Sabbath or other holy  
39 day, including a reasonable time prior and subsequent thereto for  
40 travel between his place of employment and his home; provided that  
41 any such absence from work shall, wherever practicable in the  
42 reasonable judgment of the employer, be made up by an equivalent  
43 amount of time and work at some other mutually convenient time,  
44 or shall be charged against any leave with pay ordinarily granted,  
45 other than sick leave, and any such absence not so made up or  
46 charged, may be treated by the employer of that person as leave  
47 taken without pay.

1 (3) (a) For purposes of this subsection q., "undue hardship"  
2 means an accommodation requiring unreasonable expense or  
3 difficulty, unreasonable interference with the safe or efficient  
4 operation of the workplace or a violation of a bona fide seniority  
5 system or a violation of any provision of a bona fide collective  
6 bargaining agreement.

7 (b) In determining whether the accommodation constitutes an  
8 undue hardship, the factors considered shall include:

9 (i) The identifiable cost of the accommodation, including the  
10 costs of loss of productivity and of retaining or hiring employees or  
11 transferring employees from one facility to another, in relation to  
12 the size and operating cost of the employer.

13 (ii) The number of individuals who will need the particular  
14 accommodation for a sincerely held religious observance or  
15 practice.

16 (iii) For an employer with multiple facilities, the degree to  
17 which the geographic separateness or administrative or fiscal  
18 relationship of the facilities will make the accommodation more  
19 difficult or expensive.

20 (c) An accommodation shall be considered to constitute an  
21 undue hardship if it will result in the inability of an employee to  
22 perform the essential functions of the position in which he or she is  
23 employed.

24 (d) (i) The provisions of this subsection q. shall be applicable  
25 only to reasonable accommodations of religious observances and  
26 shall not supersede any definition of undue hardship or standards  
27 for reasonable accommodation of the disabilities of employees.

28 (ii) This subsection q. shall not apply where the uniform  
29 application of terms and conditions of attendance to employees is  
30 essential to prevent undue hardship to the employer. The burden of  
31 proof regarding the applicability of this subparagraph (d) shall be  
32 upon the employer.

33 r. For any employer to take reprisals against any employee for  
34 requesting from, discussing with, or disclosing to, any other  
35 employee or former employee of the employer, a lawyer from  
36 whom the employee seeks legal advice, or any government agency  
37 information regarding the job title, occupational category, and rate  
38 of compensation, including benefits, of the employee or any other  
39 employee or former employee of the employer, or the gender, race,  
40 ethnicity, military status, or national origin of the employee or any  
41 other employee or former employee of the employer, regardless of  
42 whether the request was responded to, **【if the purpose of the request**  
43 **for the information was to assist in investigating the possibility of**  
44 **the occurrence of, or in taking of legal action regarding, potential**  
45 **discriminatory treatment concerning pay, compensation, bonuses,**  
46 **other compensation, or benefits】** or to require, as a condition of  
47 employment, any employee or prospective employee to sign a  
48 waiver, or to otherwise require an employee or prospective



1 employee to agree, not to make those requests or disclosures.  
2 Nothing in this subsection shall be construed to require an  
3 employee to disclose such information about the employee herself  
4 to any other employee or former employee of the employer or to  
5 any authorized representative of the other employee or former  
6 employee.

7 s. For an employer to treat, for employment-related purposes, a  
8 woman employee that the employer knows, or should know, is  
9 affected by pregnancy or breastfeeding in a manner less favorable  
10 than the treatment of other persons not affected by pregnancy or  
11 breastfeeding but similar in their ability or inability to work. In  
12 addition, an employer of an employee who is a woman affected by  
13 pregnancy shall make available to the employee reasonable  
14 accommodation in the workplace, such as bathroom breaks, breaks  
15 for increased water intake, periodic rest, assistance with manual  
16 labor, job restructuring or modified work schedules, and temporary  
17 transfers to less strenuous or hazardous work, for needs related to  
18 the pregnancy when the employee, based on the advice of her  
19 physician, requests the accommodation, and, in the case of a  
20 employee breast feeding her infant child, the accommodation shall  
21 include reasonable break time each day to the employee and a  
22 suitable room or other location with privacy, other than a toilet stall,  
23 in close proximity to the work area for the employee to express  
24 breast milk for the child, unless the employer can demonstrate that  
25 providing the accommodation would be an undue hardship on the  
26 business operations of the employer. The employer shall not in any  
27 way penalize the employee in terms, conditions or privileges of  
28 employment for requesting or using the accommodation. Workplace  
29 accommodation provided pursuant to this subsection and paid or  
30 unpaid leave provided to an employee affected by pregnancy or  
31 breastfeeding shall not be provided in a manner less favorable than  
32 accommodations or leave provided to other employees not affected  
33 by pregnancy or breastfeeding but similar in their ability or inability  
34 to work. This subsection shall not be construed as otherwise  
35 increasing or decreasing any employee's rights under law to paid or  
36 unpaid leave in connection with pregnancy or breastfeeding.

37 For the purposes of this section "pregnancy or breastfeeding"  
38 means pregnancy, childbirth, and breast feeding or expressing milk  
39 for breastfeeding, or medical conditions related to pregnancy,  
40 childbirth, or breastfeeding, including recovery from childbirth.

41 For the purposes of this subsection, in determining whether an  
42 accommodation would impose undue hardship on the operation of  
43 an employer's business, the factors to be considered include: the  
44 overall size of the employer's business with respect to the number  
45 of employees, number and type of facilities, and size of budget; the  
46 type of the employer's operations, including the composition and  
47 structure of the employer's workforce; the nature and cost of the  
48 accommodation needed, taking into consideration the availability of

1 tax credits, tax deductions, and outside funding; and the extent to  
2 which the accommodation would involve waiver of an essential  
3 requirement of a job as opposed to a tangential or non-business  
4 necessity requirement.

5 t. For an employer to pay any of its employees who is a  
6 member of a protected class at a rate of compensation, including  
7 benefits, which is less than the rate paid by the employer to  
8 employees who are not members of the protected class for  
9 substantially similar work, when viewed as a composite of skill,  
10 effort and responsibility. An employer who is paying a rate of  
11 compensation in violation of this subsection shall not reduce the  
12 rate of compensation of any employee in order to comply with this  
13 subsection. An employer may pay a different rate of compensation  
14 only if the employer demonstrates that the differential is made  
15 pursuant to a seniority system, a merit system, or the employer  
16 demonstrates:

17 (1) That the differential is based on one or more legitimate, bona  
18 fide factors other than the characteristics of members of the  
19 protected class, such as training, education or experience, or the  
20 quantity or quality of production;

21 (2) That the factor or factors are not based on, and do not  
22 perpetuate, a differential in compensation based on sex or any other  
23 characteristic of members of a protected class;

24 (3) That each of the factors is applied reasonably;

25 (4) That one or more of the factors account for the entire wage  
26 differential; and

27 (5) That the factors are job-related with respect to the position  
28 in question and based on a legitimate business necessity. A factor  
29 based on business necessity shall not apply if it is demonstrated that  
30 there are alternative business practices that would serve the same  
31 business purpose without producing the wage differential.

32 Comparisons of wage rates shall be based on wage rates in all of  
33 an employer's operations or facilities. For the purposes of this  
34 subsection, "member of a protected class" means an employee who  
35 has one or more characteristics, including race, creed, color,  
36 national origin, nationality, ancestry, age, marital status, civil union  
37 status, domestic partnership status, affectional or sexual orientation,  
38 genetic information, pregnancy, sex, gender identity or expression,  
39 disability or atypical hereditary cellular or blood trait of any  
40 individual, or liability for service in the armed forces, for which  
41 subsection a. of this section prohibits an employer from refusing to  
42 hire or employ or barring or discharging or requiring to retire from  
43 employment or discriminating against the individual in  
44 compensation or in terms, conditions or privileges of employment.

45 (cf: P.L.2017, c.263, s.1)

46  
47 3. Section 12 of P.L.1945, c.169 (C.10:5-13) is amended to  
48 read as follows:

1 12. Any person claiming to be aggrieved by an unlawful  
2 employment practice or an unlawful discrimination may, personally  
3 or by an attorney-at-law, make, sign and file with the division a  
4 verified complaint in writing which shall state the name and address  
5 of the person, employer, labor organization, employment agency,  
6 owner, lessee, proprietor, manager, superintendent, or agent alleged  
7 to have committed the unlawful employment practice or unlawful  
8 discrimination complained of and which shall set forth the  
9 particulars thereof and shall contain such other information as may  
10 be required by the division. Upon receipt of the complaint, the  
11 division shall notify the complainant on a form promulgated by the  
12 director of the division and approved by the Attorney General of the  
13 complainant's rights under this act, including the right to file a  
14 complaint in the Superior Court to be heard before a jury; of the  
15 jurisdictional limitations of the division; and any other provisions of  
16 this act, without interpretation, that may apply to the complaint. The  
17 Commissioner of Labor and Workforce Development, the Attorney  
18 General, or the Commissioner of Education may, in like manner,  
19 make, sign and file such complaint. Any employer whose  
20 employees, or some of them, refuse or threaten to refuse to co-  
21 operate with the provisions of this act, may file with the division a  
22 verified complaint asking for assistance by conciliation or other  
23 remedial action.

24 Any complainant may initiate suit in Superior Court under this  
25 act without first filing a complaint with the division or any  
26 municipal office. Upon the application of any party, a jury trial  
27 shall be directed to try the validity of any claim under this act  
28 specified in the suit. All remedies available in common law tort  
29 actions shall be available to prevailing plaintiffs. These remedies  
30 are in addition to any provided by this act or any other statute.  
31 Prosecution of such suit in Superior Court under this act shall bar  
32 the filing of a complaint with the division or any municipal office  
33 during the pendency of any such suit. If a jury determines that an  
34 employer is guilty of an unlawful employment practice prohibited  
35 by subsection r. or t. of section 11 of P.L.1945, c.169 (C.10:5-12),  
36 the judge shall award three times any monetary damages to the  
37 person or persons aggrieved by the violation.

38 At any time after 180 days from the filing of a complaint with  
39 the division, a complainant may file a request with the division to  
40 present the action personally or through counsel to the Office of  
41 Administrative Law. Upon such request, the director of the division  
42 shall file the action with the Office of Administrative Law,  
43 provided that no action may be filed with the Office of  
44 Administrative Law where the director of the division has found  
45 that no probable cause exists to credit the allegations of the  
46 complaint or has otherwise dismissed the complaint.

47 A party to an action based upon a violation of this act shall mail  
48 a copy of the initial pleadings or claims, amended pleadings or

1 claims, counterclaims, briefs, and legal memoranda to the division  
2 at the same time as filing such documents with the Office of  
3 Administrative Law or the court. Upon application to the Office of  
4 Administrative Law or to the court wherein the matter is pending,  
5 the division shall be permitted to intervene.

6 (cf: P.L.1990, c.12, s.2)

7

8 4. Section 16 of P.L.1945, c.169 (C.10:5-17) is amended to  
9 read as follows:

10 16. If, upon all evidence at the hearing, the director shall find  
11 that the respondent has engaged in any unlawful employment  
12 practice or unlawful discrimination as defined in this act, the  
13 director shall state his findings of fact and conclusions of law and  
14 shall issue and cause to be served on such respondent an order  
15 requiring such respondent to cease and desist from such unlawful  
16 employment practice or unlawful discrimination and to take such  
17 affirmative action, including, but not limited to, hiring,  
18 reinstatement or upgrading of employees, with or without back pay,  
19 or restoration to membership, in any respondent labor organization,  
20 or extending full and equal accommodations, advantages, facilities,  
21 and privileges to all persons, as, in the judgment of the director, will  
22 effectuate the purpose of this act, and including a requirement for  
23 report of the manner of compliance. If the conduct violative of this  
24 act constitutes any form of unlawful economic discrimination  
25 prohibited in **section 11, subsections** subsection 1., m., **and** or  
26 n. of **this act,** section 11 of P.L.1945, c.169 (C.10:5-12), or any  
27 form of unlawful employment practice prohibited by subsection r.  
28 or t. of section 11 of P.L.1945, c.169 (C.10:5-12), the affirmative  
29 action taken by the director may include the award of three-fold  
30 damages to the person or persons aggrieved by the violation. The  
31 director shall have the power to use reasonably certain bases,  
32 including but not limited to list, catalogue or market prices or  
33 values, or contract or advertised terms and conditions, in order to  
34 determine particulars or performance in giving appropriate remedy.  
35 In addition to any other remedies provided by P.L.1945,  
36 c.169 (C.10:5-1 et seq.), a prevailing complainant may recover  
37 damages to compensate for emotional distress caused by the  
38 activities found to be in violation of P.L.1945, c.169 (C.10:5-1 et  
39 seq.) to the same extent as is available in common law tort actions.  
40 In any case in which the director, Attorney General, or appropriate  
41 organization is a complainant, on behalf of named or unnamed  
42 individuals or a class of individuals, any of the remedies or relief  
43 allowed by this act may be awarded or applied to the named or  
44 unnamed individual victims of discrimination. If, upon all  
45 evidence, the director shall find that the respondent has not engaged  
46 in any such unlawful practice or unlawful discrimination, the  
47 director shall state his findings of fact and conclusions of law and

1 shall issue and cause to be served on the complainant an order  
2 dismissing the said complaint as to such respondent.

3 (cf: P.L.2003, c.180, s.16)

4

5 5. (New section) a. Any employer, regardless of the location  
6 of the employer, who enters into a contract with a public body to  
7 provide qualifying services to the public body shall provide a report  
8 to the Commissioner of Labor and Workforce Development, in a  
9 form issued by regulation promulgated by the commissioner, of  
10 information regarding the compensation and hours worked by  
11 employees categorized by gender, race, ethnicity, and job category.  
12 Data regarding compensation and hours worked by employees shall  
13 be reported in the form by pay bands to be established by regulation  
14 promulgated by the commissioner. The commissioner may  
15 establish a standard presumption for the number of hours worked by  
16 a fulltime employee or by a part-time employee for whom an  
17 employer does not track actual hours worked. An employer shall  
18 provide a report for each establishment of the employer.

19 b. Any employer, regardless of the location of the employer,  
20 who enters into a contract with a public body to perform any public  
21 work for the public body shall provide to the commissioner, through  
22 certified payroll records required pursuant to P.L.1963, c.150  
23 (C.34:11-56.25 et seq.), information regarding the gender, race, job  
24 title, occupational category, and rate of total compensation of every  
25 employee of the employer employed in the State in connection with  
26 the contract. The employer shall provide the commissioner,  
27 throughout the duration of the contract or contracts, with an update  
28 to the information whenever payroll records are required to be  
29 submitted pursuant to P.L.1963, c.150 (C.34:11-56.25 et seq.).

30 c. The commissioner shall retain the information provided by  
31 the employer during any period of time that one or more contracts  
32 are in effect between the employer and any public body and not less  
33 than five years after the end of that period. The retained  
34 employment information shall be made available by the  
35 commissioner to the Division on Civil Rights in the Department of  
36 Law and Public Safety, and, upon request, provided to anyone who  
37 is or was an employee of the employer during the period of any of  
38 the contracts between the employer and any public body, or any  
39 authorized representative of the employee.

40 d. For the purposes of the section:

41 "Public body" means the State or any agency or instrumentality  
42 of the State;

43 "Public work" means public work as defined in section 2 of  
44 P.L.1963, c.150 (C.34:11-56.26) and which is subject to the  
45 provisions of P.L.1963, c.150 (C.34:11-56.25 et seq.). Public work  
46 shall not include the provision of goods or products.



1 The bill permits the awarding of three-fold damages for  
2 violations of its provisions in cases heard before the Division on  
3 Civil Rights, and requires three times monetary damages be  
4 awarded by a judge in court cases where a jury finds the employer  
5 guilty of the violation.

6 The bill further provides that a discriminatory compensation  
7 decision or other employment practice that is unlawful under the  
8 LAD occurs each occasion that compensation is paid in furtherance  
9 of that discriminatory decision or practice. This provision thus  
10 restarts the applicable statute of limitations governing  
11 discriminatory compensation claims under the LAD, effectively  
12 making each paycheck another instance of the discriminatory  
13 compensation decision or other practice and therefore a new or  
14 continuing violation. In addition, the bill provides that liability  
15 shall accrue and an aggrieved person may obtain relief for back pay  
16 for up to six years of the period of time in which the violation has  
17 been continuous, if the violation continues to occur within the  
18 statute of limitations.

19 The bill provides that nothing in the LAD will prohibit  
20 application of the doctrine of “continuing violation” or the  
21 “discovery rule” to any appropriate claim as those doctrines  
22 currently exist in New Jersey common law. The bill also makes it a  
23 violation of the LAD for an employer to require an employee to  
24 agree to any reduction of any applicable statute of limitation.

25 Finally, the bill requires employers who enter into service  
26 contracts with public bodies to provide a report to the  
27 Commissioner of Labor and Workforce Development of  
28 information regarding compensation and hours worked by  
29 employees by gender, race, ethnicity, and job category. Those data  
30 are required to be reported in the form by pay bands established by  
31 regulation by the commissioner. The bill provides similar reporting  
32 requirements for employers entering into contracts to perform  
33 public work. The commissioner is required to retain and make the  
34 information available to the Division of Civil Rights, and, upon  
35 request, employees and their authorized representatives.

# ASSEMBLY LABOR COMMITTEE

## STATEMENT TO

### ASSEMBLY, No. 1

# STATE OF NEW JERSEY

DATED: MARCH 19, 2018

The Assembly Labor Committee reports favorably Assembly Bill No. 1.

This bill modifies current law, including the Law Against Discrimination, P.L.1945, c.169 (C.10:5-1 et seq.) (“LAD”), to strengthen protections against employment discrimination and promote equal pay for all groups protected from discrimination by the LAD.

The bill modifies the LAD to make it an unlawful employment practice for an employer to discriminate against an employee because the employee is a member of a class protected against discrimination by the LAD, by paying a rate of compensation, including benefits, to employees of a protected class less than the rate paid to employees not of the class for substantially similar work, when viewed as a composite of skill, effort and responsibility. The bill prohibits any employer paying a rate in violation of the bill from reducing the rate of compensation of any employee in order to comply with the bill. The bill permits an employer to pay a different rate of compensation if the employer demonstrates that the differential is made pursuant to a seniority system or a merit system, or is based on legitimate, bona fide factors other than sex or other characteristics of members of a protected class, such as training, education, experience, or the quantity or quality of production, that each factor is applied reasonably, that one or more of the factors account for the entire wage differential, and that the factor or factors do not perpetuate a differential based on sex or other characteristic of members of a protected class, are job-related and based upon legitimate business necessities.

The bill also amends the LAD to prohibit an employer from taking reprisals against an employee for discussing with, or disclosing to, other employees or former employees, attorneys, or government agencies, information about job titles, occupational categories, rates of compensation, gender, race, ethnicity, military status, or national origin of employees or former employees. It prohibits an employer from requiring, as a condition of employment, any employee or prospective employee to waive rights under the law.



The bill permits the awarding of three-fold damages for violations of its provisions in cases heard before the Division on Civil Rights, and requires three times monetary damages be awarded by a judge in court cases where a jury finds the employer guilty of the violation.

The bill further provides that a discriminatory compensation decision or other employment practice that is unlawful under the LAD occurs each occasion that compensation is paid in furtherance of that discriminatory decision or practice. This provision thus restarts the applicable statute of limitations governing discriminatory compensation claims under the LAD, effectively making each paycheck another instance of the discriminatory compensation decision or other practice and therefore a new or continuing violation. In addition, the bill provides that liability shall accrue and an aggrieved person may obtain relief for back pay for up to six years of the period of time in which the violation has been continuous, if the violation continues to occur within the statute of limitations.

The bill provides that nothing in the LAD will prohibit application of the doctrine of “continuing violation” or the “discovery rule” to any appropriate claim as those doctrines currently exist in New Jersey common law. The bill also makes it a violation of the LAD for an employer to require an employee to agree to any reduction of any applicable statute of limitation.

Finally, the bill requires employers who enter into service contracts with public bodies to provide a report to the Commissioner of Labor and Workforce Development of information regarding compensation and hours worked by employees by gender, race, ethnicity, and job category. Those data are required to be reported in the form by pay bands established by regulation by the commissioner. The bill provides similar reporting requirements for employers entering into contracts to perform public work. The commissioner is required to retain and make the information available to the Division of Civil Rights, and, upon request, employees and their authorized representatives.

# ASSEMBLY APPROPRIATIONS COMMITTEE

## STATEMENT TO

### ASSEMBLY, No. 1

# STATE OF NEW JERSEY

DATED: MARCH 22, 2018

The Assembly Appropriations Committee reports favorably Assembly Bill No. 1.

This bill, entitled the “Diane B. Allen Equal Pay Act,” strengthens protections against employment discrimination and promotes equal pay for all groups protected from discrimination by the Law Against Discrimination, N.J.S.A.10:5-1 et seq. (“LAD”).

The bill modifies the LAD to make it an unlawful employment practice for an employer to pay a rate of compensation, including benefits, to employees of a protected class less than the rate paid to employees not of the class for substantially similar work, when viewed as a composite of skill, effort, and responsibility. The bill prohibits any employer paying a rate in violation of the bill from reducing the rate of compensation of any employee in order to comply with the bill.

The bill permits an employer to pay a different rate of compensation if the employer demonstrates that the differential is made pursuant to a seniority system or a merit system, or is based on legitimate, bona fide factors other than sex or other characteristics of members of a protected class. Such factors include training, education, experience, or the quantity or quality of production. The employer is required to show that it applied each factor reasonably and that each factor is job-related and based upon legitimate business necessities. The employer must also show that one or more of the factors account for the entire wage differential and that the factors do not perpetuate a differential based on sex or other characteristic of members of a protected class.

The bill changes the LAD to prohibit an employer from taking reprisals against an employee for discussing with, or disclosing to, other employees or former employees, attorneys, or government agencies information about job titles, occupational categories, rates of compensation, gender, race, ethnicity, military status, or national origin of employees or former employees. The bill prohibits an employer from requiring, as a condition of employment, any employee or prospective employee to waive rights provided under the law.

The bill permits the awarding of three-fold damages for violations of its provisions in cases heard before the Division on Civil Rights, and requires three times monetary damages be awarded by a judge in court cases where a jury finds the employer guilty of the violation.

The bill further provides that a discriminatory compensation

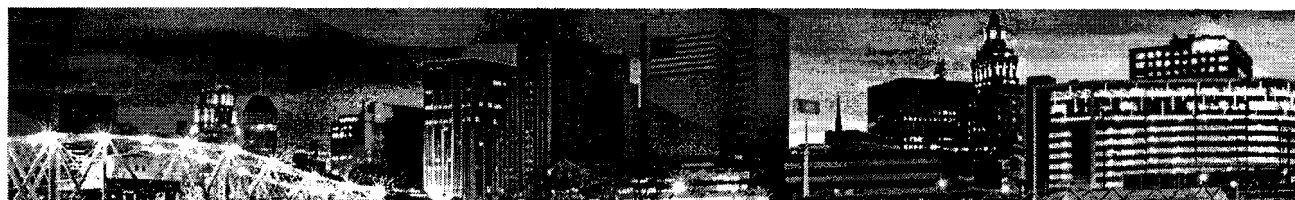
decision or other employment practice that is unlawful under the LAD occurs each occasion that compensation is paid in furtherance of that discriminatory decision or practice. This provision restarts the applicable statute of limitations governing discriminatory compensation claims under the LAD, effectively making each paycheck another instance of the discriminatory compensation decision or other practice. In addition, the bill provides that liability is to accrue and an aggrieved person may obtain relief for back pay for up to six years of the period of time in which the violation has been continuous, if the violation continues to occur within the statute of limitations.

Finally, the bill requires employers who enter into service contracts with public bodies to provide a report to the Commissioner of Labor and Workforce Development of information regarding compensation and hours worked by employees by gender, race, ethnicity, and job category. The bill requires employers to report that data by pay bands, which the commissioner will establish by regulation. The bill provides similar reporting requirements for employers entering into contracts to perform public work. The bill requires that the commissioner retain and make the information available to the Division on Civil Rights and, upon request, employees and their authorized representatives.

FISCAL IMPACT:

This bill has not been certified as requiring a fiscal note.

4-24-18



Newark, N.J.

## Governor Murphy Signs Historic, Sweeping Equal Pay Legislation

### *Equal Pay for Equal Work Now Law in New Jersey*

**Trenton** - Fulfilling his commitment to fight gender inequity and support equal pay for women in New Jersey, Governor Phil Murphy today signed into law the most sweeping equal pay legislation in America. The Diane B. Allen Equal Pay Act, named for former State Senator Diane Allen who herself was a victim of bias, strengthens protections against employment discrimination and promotes equal pay for all groups protected by the Law Against Discrimination (LAD).

"From our first day in Trenton, we acted swiftly to support equal pay for women in the workplace and begin closing the gender wage gap," said Governor Murphy. "Today, we are sending a beacon far and wide to women across the Garden State and in America – the only factors to determine a worker's wages should be intelligence, experience and capacity to do the job. Pay equity will help us in building a stronger, fairer New Jersey."

The legislation amends the LAD to make it a prohibited employment practice for employers to discriminate against an employee who is a member of a protected class. Employers will not be able to pay rates of compensation, including benefits, less than the rate paid to employees not of the protected class for substantially similar work, when viewed as a composite skill, effort and responsibility.

The bill also prohibits employers from taking reprisals against employees for discussing their pay with others – and provides for three-times the monetary damages for a violation. Furthermore, the aggrieved employee may obtain relief for up to six years of back pay and it allows courts to award treble damages for violations of the law.

In New Jersey, the median salary for women working full-time is just over \$50,000, or \$11,737 less than the median annual salary for a man. Across all races, women working full-time, on average, earn 82 cents for every dollar earned by a male doing similar work. African-American women earn about 60 cents for every dollar earned by a white male while a Latina earns only 43 cents. Overall, the economic cost of this disparity totals an estimated \$32.5 billion a year in lost wages and economic power.

According to the National Women's Law Center, a 20-year old woman beginning a full-time year-round position may lose \$418,800 over a 40-year career in comparison to her male colleague. When that male colleague retires at age 60 after 40 years of work, the woman would have to work 10 more years – until age 70, to close this lifetime wage gap.

The Diane B. Allen Equal Pay Act becomes effective July 1, 2018.

Sponsors of the legislation include Senate President Steve Sweeney, Senators Loretta Weinberg and Sandra B. Cunningham as well as Assembly members Pamela R. Lampitt, Joann Downey, Valerie Vainieri Huttler, Raj Mukherji, Shavonda E. Sumter and Paul D. Moriarty.