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New Jersey Issues SAFE Act Poster

September 18, 2013

On October 1, 2013, the New Jersey Security and Financial Empowerment Act (SAFE Act) will take effect, requiring employers to provide unpaid leave to employees affected by domestic or sexual violence. For more on the requirements of the new law, see our past client alert New Jersey's New Law Requires Unpaid Leave for Victims of Domestic or Sexual Violence.

One of the requirements of the new law is for employers to notify employees of their rights and obligations under the SAFE Act by posting a conspicuous notice in the workplace, and using other "appropriate means" to keep employees informed. Earlier this month, the New Jersey Department of Labor and Workforce Development published the notice, which is available on the Department's website together with other posters that employers must post under New Jersey law.

Employers should take steps to ensure compliance with the notice provisions of the SAFE Act by the October 1 effective date. This includes posting the notice *and* providing information on SAFE Act rights and obligations to employees through other means, e.g.,adding a policy to an employee handbook, posting a summary on the employer's intranet, or distributing the notice of leave rights to employees and new hires. Please contact your Proskauer relationship attorney for further guidance on compliance.

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