



May 2017

**A-4278 as amended – “Establishes service for reporting employer and employment service violations and requires posting of certain notifications”**

A-4278<sup>1</sup> as proposed addresses two primary objectives:

1. Requires the commissioner of the New Jersey Department of Labor and Workforce Development (NJDOLWD) to create and operate on-line services accessible through the agency’s website, toll-free telephone hotlines, and email services in order to provide easy and simple means for employees to report violations by employers of applicable labor laws. Additionally, these services will also refer reported matters to other agencies if appropriate and assist the claimant in establishing a claim with those agencies. Lastly, the commissioner shall establish procedures for anonymous reporting of violations.
2. Establish (a) notice obligations for employers to post notifications as specified in the bill highlighting the employee’s rights and the reporting services established at NJDOLWD as a result of this legislation as well as (b) employer providing every employee of the employer a copy of the notice. Lastly, the bill allows the commissioner to update existing notices to include the reporting service information.

The New Jersey Staffing Alliance (“NJSA”) has worked with Assemblywoman Muoio and supports this proposal in its current form.

NJSA supports current federal and state laws as they apply to New Jersey’s employment environment. (1) Insuring employees understand their legal rights (and employers understanding their legal obligations) and (2) having a safe, ready and convenient access to agencies, authorities, etc. when they believe their rights have been violated are both efforts NJSA supports. NJSA fully supports the bill’s proposals.

Regarding objective #2, NJSA believes that the bill as amended offers a reasonable approach to providing notice to employees of the services created by NJDOLWD and their legal rights.

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<sup>1</sup> [http://www.njleg.state.nj.us/2016/Bills/A4500/4278\\_R1.PDF](http://www.njleg.state.nj.us/2016/Bills/A4500/4278_R1.PDF)

## New Jersey Staffing Alliance and the Staffing Industry in New Jersey

The New Jersey Staffing Alliance is an industry association representing the staffing industry (temporary staffing and employment agency/direct hire firms) in New Jersey whose primary mission is the employment of New Jersey's citizens for the benefit of private business, non-profit and public entities so they can be more successful in this challenging economic environment. The industry has over 2,000 offices across the state, employs every day over 108,900 of New Jersey's citizens, and contributes \$3.2 Billion in annual payroll to New Jersey's economy while providing services to firms and organizations across the state. (See the attached "Important Facts about New Jersey's Staffing Industry")

### SUMMARY

NJSA appreciates the constructive approach of the bill's sponsor and the consideration and approval offered earlier by the Assembly Labor Committee. We hope the bill will receive favorable consideration and approval at subsequent committee hearings and by both the Assembly and Senate.

Respectfully submitted,

A handwritten signature in blue ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Richard Scott  
Vice President, NJSA Legal Legislative Committee

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## Important Facts About New Jersey's Staffing Industry!



**22%**

Since 2009, NJ Staffing Industry created 22% of NJ's increase in Private Sector Employment<sup>1</sup>



**\$3.2 Billion**

NJ Staffing Industry's Annual Payroll<sup>2</sup>



**108,900 – 3.1%**  
of all NJ Private Sector Employees

NJ citizens are employed every day by NJ's Staffing Industry<sup>3</sup>

Who are NJ's Staffing Employees<sup>4</sup>?

15%: 19-24 years old  
49%: 25-44 years old  
37%: 45-64 years old



53%: Female  
47%: Male



**2,149**

Number of staffing firm business locations serving NJ communities<sup>5</sup>



**\$31,931**

Average Annual Wage paid to NJ Staffing Industry's employees<sup>6</sup>

<sup>1</sup>2009 vs 2015

<sup>2</sup>2015

<sup>3</sup>2016

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<sup>4</sup>2014 EMSI/ASA

<sup>5</sup>2015

<sup>6</sup>2015

Sources: Bureau of Labor Statistics, EMSI/Careerbuilder, American Staffing Association