

NJ TEMPORARY WORKERS' BILL OF RIGHTS

13 Things You Need to Know Right Now.

As the stage is set for New Jersey's "Temporary Workers' Bill of Rights" to take full effect, don't let the whirlwind of changes catch you off guard.

From protecting your temporary workers' rights to ensuring compliance across state lines, we're here to guide you through the evolving landscape to ensure your success.

Here's a rundown of the most important things you need to know and a sneak peek of how we're paving the way for our clients. If you're currently working with a staffing partner, you'll want to verify that they're aware of and following these new regulations to avoid hefty fines.

Be sure to implement the takeaways we provide to help stay compliant!





1. Staffing Companies must communicate detailed assignment info to each associate.

Our Solution: Crystal-Clear Communication

Imagine associates who feel valued and well-informed. We use the State-approved form to communicate expanded assignment details to each of our associates (in 8 different languages!), ensuring they step into their roles with confidence and enthusiasm.

Takeaway: Spread the word! Every associate deserves the inside scoop on their new gig before they start!



2. Staffing Companies must have State-required posters on display when available.

Our Solution: Regulation-Ready Compliance

We've got you covered! Our state-required posters will be displayed promptly, keeping you compliant without the hassle.

Takeaway: Follow up with your staffing partner to ensure they post all required signage ASAP.



3. Staffing Companies need to implement updated timekeeping and wage payment requirements

Effortless Time and Wage Management

Say goodbye to outdated methods! Our updated timekeeping methods and wage statements are not only compliant with the new regulations, but more efficient and accurate than ever before!

Takeaway: Time's changing, and so are your timekeeping requirements. Make sure you're keeping things up to date!



4. Staffing firms must have an official NJ State Certification to do business.

Our Solution: Certified Excellence

We take pride in our state certification. Rest easy, knowing that you're partnering with a staffing firm that's met the highest standards in the industry.

Takeaway: Triple-check that your staffing provider(s) are fully certified!





5. Temporary associates must receive equivalent wage and benefit compensation as full time employees doing the same job.

Our Solution: Fairness Matters

You believe in fairness, and so do we. We provide transparent wage and benefits calculations for our temporary associates, ensuring a level playing field with your full-time employees.

Takeaway: Make sure everyone's paycheck matches their hard work — and their full-time coworkers' pay rates.



6. Temporary associates must receive notifications for every part of their assignment journey.

Our Solution: Updates Galore

Our temporary associates will receive notifications about their assignments, application confirmations, and start date reminders. A smooth transition for all involved!

Takeaway: Keep your temporary associates in the loop every step of the way – confirmations, reminders, and all the jazz! (We'll send you a list if you need it—just ask!)



7. You must provide each associate with at least 48 hours' notice of any schedule or assignment changes.

Our Solution: Seamless Transition

Need to change a schedule or end an assignment? No sweat! Our process is designed for flexibility while ensuring you and your associates are on the same page.

Takeaway: Be proactive and give a reasonable heads-up if schedules or assignments need a tweak.



8. Companies now need to capture EEO reporting data.

Our Solution: EEO Data Support

Stay compliant effortlessly! Our reporting tools help you capture essential EEO data for easy reporting and analysis.

Takeaway: Make sure your ATS can tick ALL the boxes to ensure a fair and inclusive workforce!





9. Staffing Companies cannot restrict the conversion of temp associates to full-time employees.

Our Solution: Pathway to Growth

Embrace the future by seamlessly converting temporary associates into full-time employees. We're here to make transitions smoother than ever with our short-term Temp-to-Hire solutions that are compliant with the new regulations.

Takeaway: Time to spread those wings! Help your temp buddies transition into full-time superstars.



10. Temporary associate employment records must be accessible for employees and state officials at all times.

Our Solution: Easy Access, Always

Employee records should never be a mystery. Our technology stack lets us pull info at a moment's notice so associates and state officials can be in the loop.

Takeaway: Access is key! Keep your records easy to grab for employees and the state officials.



11. It's illegal to charge temporary associates for transportation to the workplace.

Our Solution: Fair Transit Notice

Friendly heads-up for all our valued employers – according to the latest legislation, temporary associates can't be charged for transportation to the workplace. It's all about ensuring a level playing field and keeping the journey to work fair for all!

Takeaway: Ensure your staffing vendors are not charging their temporary associates for rides to work, either through payroll withholdings or a lower rate of pay.





12. You cannot negatively impact temporary associates if they opt out of work during labor disputes.

Our Solution: Respect for Choices

We respect everyone's choices. Temporary associates have the freedom to choose their involvement during labor disputes without fear of repercussions.

Takeaway: Allow temporary associates to participate how they choose during labor disputes without any retaliation or negative treatment.



13. Temporary Associates are protected from retaliation for exercising rights granted under the bill.

Our Solution: Anti-Retaliation Training

Your team's peace of mind is paramount. Our comprehensive anti-retaliation training for our internal staff guarantees that everyone is well-versed in safeguarding against unintended violations. A positive workplace? Check!

Takeaway: It's all about fair play – create a positive work environment for all temporary employees!

We know—it's a lot, and things are still changing.

The good news is that we're all about making moves and staying in the know. So, we're teaming up with staffing industry leaders and top-notch employment law experts to keep you well-prepped to tackle new changes head-on.

Because staying ahead of the curve isn't just a goal – it's what we do best!

Reach out today for expert staffing advice that ensures you're always steps ahead.

Trenton, NJ 609-888-6100

Swedesboro, NJ 856-467-6520

Secaucus, NJ 551-300-6440



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