

One Minute Memo®



New Jersey SAFE Act Poster/Notification Issued

As we noted in our recent Management Alert, the newly enacted New Jersey Security and Financial Empowerment Act (“NJ SAFE Act”) requires that private employers in the state of New Jersey provide certain victims of domestic violence and sexual assault up to 20 days of unpaid leave to participate in a range of activities, such as seeking medical attention or legal assistance, obtaining counseling or services from a victim services organization, or participating in safety-related acts or court proceedings. (For more information regarding the NJ SAFE Act, including which employers the law applies to and which employees may qualify for leave, please see our earlier management alert, available [here](#)). **The law goes into effect on October 1, 2013.**

One key requirement of the law is that by October 1, 2013, employers must notify employees of their rights and obligations under the Act by among other things posting notice of such rights in a conspicuous location around the workplace. The New Jersey Department of Labor just recently prepared the [model notice](#), which we strongly encourage employers to use as their posted notice. (The notice is also available on the Department of Labor’s website [here](#)). The statute also requires employers to use other appropriate means of notifying employees, which likely includes posting the notice on the company Intranet and incorporating it into the employee handbook. Employers should also consider distributing copies of the notice to all current New Jersey employees and new hires, and training supervisors, managers and human resources personnel on the rights and obligations under the Act.

By: [Christopher Lowe](#), [Scott Rabe](#) and [Joshua D. Seidman](#)

[Christopher Lowe](#), [Scott Rabe](#) and [Joshua D. Seidman](#) are located in Seyfarth Shaw’s New York office. If you would like further information please contact your Seyfarth attorney with whom you work, Chris Lowe at clowe@seyfarth.com, Scott Rabe at srabe@seyfarth.com or Joshua Seidman at jseidman@seyfarth.com.

www.seyfarth.com

Attorney Advertising. This One Minute Memo is a periodical publication of Seyfarth Shaw LLP and should not be construed as legal advice or a legal opinion on any specific facts or circumstances. The contents are intended for general information purposes only, and you are urged to consult a lawyer concerning your own situation and any specific legal questions you may have. Any tax information or written tax advice contained herein (including any attachments) is not intended to be and cannot be used by any taxpayer for the purpose of avoiding tax penalties that may be imposed on the taxpayer. (The foregoing legend has been affixed pursuant to U.S. Treasury Regulations governing tax practice.)

Seyfarth Shaw LLP One Minute Memo® | September 27, 2013

©2013 Seyfarth Shaw LLP. All rights reserved. “Seyfarth Shaw” refers to Seyfarth Shaw LLP (an Illinois limited liability partnership). Prior results do not guarantee a similar outcome.