

New Jersey Assembly Bill No. 4429

This notice explains your rights under New Jersey law regarding employer-sponsored meetings or communications about political matters.

Your Rights

Under New Jersey law, your employer may NOT require you to attend employee sponsored meetings or participate in any communications with an employer or their agents or representatives, the purpose of which is to communicate the employers' opinion about religious or political matters. As amended, this bill defines political matters to mean matters which relate to an electioneering communication and the employee's decision to join or support any political party or political, civic, community, fraternal, or labor organization or association.

You cannot be retaliated against for choosing not to attend or participate in these types of meetings or communications.

Voluntary Participation

Your employer may still provide political or religious information only if your participation is voluntary and you are clearly informed that you may refuse without penalty.

What This Law Does Not Prohibit

Employers may still require meetings or communications that are:

1. Legally required for employees.
 2. Necessary for job duties or normal work operations.
 3. Mandatory harassment or discrimination training.
 4. Part of higher education coursework or academic programs.
 5. Provided by political committees, candidates, lobbyists, or qualifying nonprofits to their own employees.
 6. Provided by the State or local government about proposed laws, regulations, or public policy.
 7. Provided by religious organizations about their beliefs or practices.
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Employer Posting Requirement

Employers in New Jersey are required to post this notice in a conspicuous location where employee notices are normally displayed and in a place commonly accessed by employees.

