

[First Reprint]

SENATE, No. 511

STATE OF NEW JERSEY
220th LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2022 SESSION

Sponsored by:

Senator JOSEPH P. CRYAN
District 20 (Union)

Co-Sponsored by:

Senator Ruiz

SYNOPSIS

Provides certain protections and rights for temporary laborers.

CURRENT VERSION OF TEXT

As amended by the Senate on June 16, 2022.



(Sponsorship Updated As Of: 6/29/2022)

1 AN ACT concerning employment and protection of temporary
2 laborers, supplementing Title 34 of the Revised Statutes, and
3 amending P.L.1989, c.331.
4

5 **BE IT ENACTED** by the Senate and General Assembly of the State
6 of New Jersey:

7
8 1. (New section) The Legislature finds and declares:

9 a. At least 127,000 individuals work for temporary help service
10 firms, sometimes referred to as temp agencies or staffing agencies,
11 in New Jersey. Approximately 100 temporary help service firms
12 with several branch offices are licensed throughout the State.
13 Moreover, there are a large, though unknown, number of unlicensed
14 temporary help service firms that operate outside the purview of
15 law enforcement.

16 b. Recent national data indicate that the share of Black and
17 Latino temporary and staffing workers far outstrips their proportion
18 of the workforce in general. In addition to a heavy concentration in
19 service occupations, temporary laborers are heavily concentrated in
20 the production, transportation, and material moving occupations and
21 manufacturing industries. Further, full-time temporary help service
22 firm workers earn 41 percent less than workers in traditional work
23 arrangements, and these workers are far less likely than other
24 workers to receive employer-sponsored retirement and health
25 benefits.

26 c. Recent studies and a survey of low-wage temporary laborers
27 themselves find that, generally, these workers are particularly
28 vulnerable to abuse of their labor rights, including unpaid wages,
29 failure to pay for all hours worked, minimum wage and overtime
30 violations, unsafe working conditions, unlawful deductions from
31 pay for meals, transportation, equipment, and other items, as well as
32 discriminatory practices.

33 d. This act is intended to further protect the labor and
34 employment rights of these workers.
35

36 2. (New section) As used in P.L. , c. (C.) (pending
37 before the Legislature as this bill):

38 “Commissioner” means Commissioner of Labor and Workforce
39 Development, or a designee of the commissioner.

40 ¹“Director” means Director of the Division of Consumer Affairs
41 in the Department of Law and Public Safety.¹

42 “Employ” means to suffer or permit to work for compensation,
43 including by means of ongoing, contractual relationships in which
44 the employer retains substantial direct or indirect control over the

EXPLANATION – Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Senate floor amendments adopted June 16, 2022.

1 employee's employment opportunities or terms and conditions of
2 employment.

3 "Employer" means any person or corporation, partnership,
4 individual proprietorship, joint venture, firm, company, or other
5 similar legal entity who engages the services of an employee and
6 who pays the employee's wages, salary, or other compensation, or
7 any person acting directly or indirectly in the interest of an
8 employer in relation to an employee.

9 "Hours worked" means all of the time that the employee is
10 required to be at the employee's place of work or on duty. Nothing
11 in P.L. , c. (C.) (pending before the Legislature as this
12 bill) requires an employer to pay an employee for hours the
13 employee is not required to be at the employee's place of work
14 because of holidays, vacation, lunch hours, illness, and similar
15 reasons.

16 "Person" means any natural person or their legal representative,
17 partnership, corporation, company, trust, business entity, or
18 association, and any agent, employee, salesman, partner, officer,
19 director, member, stockholder, associate, trustee, or beneficiary of a
20 trust thereof.

21 "Temporary laborer" means a person who contracts for
22 employment with a temporary help service firm. ¹Temporary
23 laborer does not include agricultural crew leaders who are
24 registered under the federal Migrant and Seasonal Agricultural
25 Worker Protection Act, 29 U.S.C. s.1801 et seq., P.L.1971, c.192
26 (C.34:8A-7 et seq.), or P.L.1945, c.71 (C.34:9A-1 et seq.).¹

27 "Temporary labor applicant" means a person who requests a job
28 assignment through a temporary help service firm, whether in the
29 presence of the firm, in writing, or through an online application
30 process.

31 "Temporary labor" means work performed by a temporary
32 laborer at the business of, or for, a third party client of a temporary
33 help service firm, the duration of which may be specific or
34 undefined, pursuant to a contract or understanding between the
35 temporary help service firm and the third party client. ¹Temporary
36 labor does not include labor or employment of a professional
37 employee, as defined in 29 U.S.C. s.152; or to employees who are
38 secretaries or administrative assistants whose main or primary
39 duties are described by the bureau of labor statistics of the United
40 States Department of Labor as involving one or more of the
41 following: drafting or revising correspondence, scheduling
42 appointments, creating, organizing, and maintaining paper and
43 electronic files, and providing information to callers or visitors..¹

44 "Temporary help service firm" means any person or entity who
45 operates a business which consists of employing individuals
46 directly or indirectly for the purpose of assigning the employed
47 individuals to assist the firm's customers in the handling of the
48 customers' temporary, excess or special work loads, and who, in

1 addition to the payment of wages or salaries to the employed
2 individuals, pays federal social security taxes and State and federal
3 unemployment insurance; carries workers' compensation insurance
4 as required by State law; and sustains responsibility for the actions
5 of the employed individuals while they render services to the firm's
6 customers. A temporary help service firm is required to comply
7 with the provisions of P.L.1960, c. 39 (C.56:8-1 et seq.).

8 "Third party client" means any person who contracts with a
9 temporary help service firm for obtaining temporary laborers.
10 'Third party client does not include the State or any office,
11 department, division, bureau, board, commission, agency, or
12 political subdivision thereof that utilize the services of temporary
13 help service firms.¹

14
15 3. (New section) a. Whenever a temporary help service firm
16 agrees to send a person to work as a temporary laborer, the
17 temporary help service firm shall provide the temporary laborer, at
18 the time of dispatch, a statement, in writing in English and in the
19 language identified by the employee as the employee's primary
20 language, containing the following items on a form approved by the
21 commissioner¹, in a manner appropriate to whether the assignment
22 is accepted at the temporary help service firm's office, or remotely
23 by telephone, text, email, or other electronic exchange¹:

- 24 (1) the name of the temporary laborer;
25 (2) the name, address, and telephone number of:
26 (a) the temporary help service firm, or the contact information
27 of the firm's agent facilitating the placement;
28 (b) its workers' compensation carrier;
29 (c) the worksite employer or third party client; and
30 (d) the Department of Labor and Workforce Development;
31 (3) the name and nature of the work to be performed;
32 (4) the wages offered;
33 (5) the name and address of the assigned worksite of each
34 temporary laborer;
35 (6) the terms of transportation offered to the temporary laborer;
36 (7) a description of the position and whether it shall require any
37 special clothing, protective equipment, and training, and what
38 training and clothing will be provided by the temporary help service
39 firm or the third party client; and any licenses and any costs charged
40 to the employee for supplies or training;
41 (8) whether a meal or equipment, or both, are provided, either
42 by the temporary help service firm or the third party client, and the
43 cost of the meal and equipment, if any;
44 (9) for multi-day assignments, the schedule;
45 (10) the length of the assignment¹, if known¹; and

1 (11) the amount of sick leave to which temporary workers are
2 entitled under P.L.2018, c.10 (C.34:11D-1 et seq.), and the terms of
3 its use.

4 In the event of a change in the schedule, shift, or location of an
5 assignment for a multi-day assignment of a temporary laborer, the
6 temporary help service firm shall provide **'[written]'** notice of the
7 change not less than 48 hours in advance to the temporary laborer,
8 when possible¹, in a manner appropriate to whether the assignment
9 is accepted at the temporary help service firm's office, or remotely
10 by telephone, text, email, or other electronic exchange¹. The
11 temporary help service firm shall bear the burden of showing that it
12 was not possible to provide the required notice. ¹If a dispute arises
13 concerning whether it was possible for a temporary help service
14 firm to provide the required notice, an aggrieved party shall make
15 an application to the commissioner, in a manner and form
16 prescribed by the commissioner, for a determination on the matter.¹

17 If a temporary laborer is assigned to the same assignment for
18 more than one day, the temporary help service firm shall be
19 required to provide the employment notice only on the first day of
20 the assignment and on any day that any of the terms listed on the
21 employment notice are changed.

22 If the temporary laborer is not placed with a third party client or
23 otherwise contracted to work for that day, the temporary help
24 service firm shall, upon request, provide the temporary laborer with
25 a confirmation that the temporary laborer sought work, signed by an
26 employee of the temporary help service firm, which shall include
27 the name of the firm, the name and address of the temporary
28 laborer, and the date and the time that the temporary laborer
29 receives the confirmation.

30 b. No temporary help service firm shall send any temporary
31 laborer to any place where a strike, a lockout, or other labor dispute
32 exists without providing, at the time of dispatch, a statement, in
33 writing, informing the temporary laborer of the labor dispute, and
34 the laborer's right to refuse the assignment.

35 c. The commissioner shall require temporary help service firms
36 to employ personnel who can effectively communicate the
37 information required in subsections a. and b. of this section to
38 temporary laborers in Spanish or in any other language that is
39 generally understood in the locale of the temporary help service
40 firm.

41 d. Any temporary help service firm that violates this section
42 shall be subject to a civil penalty of not less than \$500 and not to
43 exceed \$1,000 for each violation found by the commissioner. That
44 penalty shall be collected by the commissioner in a summary
45 proceeding in accordance with the "Penalty Enforcement Law of
46 1999," P.L.1999, c.274 (C.2A:58-10 et seq.).

1 e. The commissioner shall develop and implement a
2 multilingual outreach program to inform temporary laborers about
3 their rights pursuant to P.L. , c. (C.) (pending before the
4 Legislature as this bill). The program shall include the distribution
5 of written materials in English, Spanish and any other language that
6 is the primary language of 10 percent or more of the registered
7 voters in the State to community-based organizations and worker
8 centers who work with temporary workers, and regular outreach to
9 these organizations to determine how the commissioner can better
10 inform temporary laborers of their rights.

11

12 4. (New Section) a. Whenever a temporary help service firm
13 sends one or more persons to work as temporary laborers, the
14 temporary help service firm shall keep the following records
15 relating to that transaction:

16 (1) the name, address, and telephone number of the third party
17 client, including each worksite, to which temporary laborers were
18 sent by the temporary help service firm and the date of the
19 transaction;

20 (2) for each temporary laborer: the name and address, the
21 specific location sent to work, the type of work performed, the
22 number of hours worked, the hourly rate of pay, and the date sent.
23 The third party client shall be required to remit all information
24 required under this paragraph to the temporary help service firm no
25 later than seven days following the last day of the work week
26 worked by the temporary laborer;

27 (3) the name and title of the individual or individuals at each
28 third party client's place of business responsible for the transaction;

29 (4) any specific qualifications or attributes of a temporary
30 laborer, requested by each third party client;

31 (5) copies of all contracts, if any, with the third party client and
32 copies of all invoices for the third party client;

33 (6) copies of all employment notices provided in accordance
34 with subsection a. of section 3 of P.L. , c. (C.) (pending
35 before the Legislature as this bill);

36 (7) the amounts of any deductions to be made from each
37 temporary laborer's compensation by either the third party client or
38 by the temporary help service firm for the temporary laborer's food,
39 equipment, withheld income tax, withheld Social Security
40 deductions, and every other deduction;

41 (8) verification of the actual cost of any equipment or meal
42 charged to a temporary laborer; ¹and¹

43 (9) ¹the race, ethnicity, and gender of each temporary laborer or
44 applicant, as provided by that laborer or applicant, who requests
45 employment with, or is contracted by, the temporary help service
46 firm. For each applicant, the temporary help service firm shall
47 provide the applicant with and retain a copy of a written notice
48 specifying the date, time, and location at which the applicant

1 requested employment, signed by an employee of the temporary
2 help service firm; and

3 (10)¶¹ any additional information required by the commissioner.

4 b. The temporary help service firm shall maintain all records
5 under this section for a period of six years from their creation. The
6 records shall be open to inspection by the commissioner during
7 normal business hours. Records described in paragraphs (1), (2),
8 (3), (6), (7), and (8) of subsection a. of this section shall be
9 available for review or copying by that temporary laborer or an
10 authorized representative of the temporary laborer during normal
11 business hours within five days following a written request.

12 In addition, a temporary help service firm shall make records
13 related to the number of hours billed to a third party client for that
14 individual temporary laborer's hours of work available for review or
15 copying during normal business hours within five days following a
16 written request. The temporary help service firm shall make forms,
17 in duplicate, for those requests available to temporary laborers at
18 the dispatch office. The temporary laborer shall be given a copy of
19 the request form. It shall be a violation of this section to make any
20 false, inaccurate, or incomplete entry into, or to delete required
21 information from, any record required by this section.

22 c. (1) Failure by the third party client to maintain and remit
23 accurate time records to the temporary help service firm as provided
24 in paragraph (2) of subsection a. of this section shall constitute a
25 violation by a third party client under section 11 of
26 P.L. , c. (C.) (pending before the Legislature as this bill),
27 unless the third party client has been precluded from submitting
28 those time records for reasons beyond its control. A third party
29 client that violates paragraph (2) of subsection a. of this section
30 shall be subject to a civil penalty not to exceed \$500 for each
31 violation found by the commissioner. The penalty shall be
32 collected in a summary proceeding in accordance with the "Penalty
33 Enforcement Law of 1999," P.L.1999, c.274 (C.2A:58-10 et seq.).

34 (2) A failure by the third party client to provide time records in
35 accordance with subsection b. of this section shall not be a violation
36 and shall not be the basis for a suit or other action under section 11
37 of P.L. , c. (C.) (pending before the Legislature as this
38 bill), against the temporary help service firm.

39 (3) Failure of a third party client to remit any information
40 required by this section to a temporary help service firm shall not be
41 a defense to the temporary help service firm recordkeeping
42 requirements of this section.

43

44 5. (New section) a. A temporary help service firm or a third
45 party client, or a contractor or agent of either, shall charge no fee to
46 a temporary laborer to transport a temporary laborer to or from the
47 designated work site.

1 b. A temporary help service firm shall be responsible for the
2 conduct and performance of any person who transports a temporary
3 laborer from the firm to a work site, unless the transporter is:

- 4 (1) a public mass transportation system;
5 (2) a common carrier;
6 (3) the temporary laborer providing his or her own
7 transportation; or
8 (4) selected exclusively by and at the sole choice of the
9 temporary laborer for transportation in a vehicle not owned or
10 operated by the temporary help service firm.

11 If any temporary help service firm provides transportation to a
12 temporary laborer or refers a temporary laborer as provided in
13 subsection c. of this section, the temporary help service firm shall
14 not allow a motor vehicle to be used for the transporting of
15 temporary laborers if the temporary help service firm knows or
16 should know that the motor vehicle used for the transportation of
17 temporary laborers is unsafe or not equipped as required by
18 P.L. , c. (C.) (pending before the Legislature as this bill),
19 unless the vehicle is:

- 20 (1) the property of a public mass transportation system;
21 (2) the property of a common carrier;
22 (3) the temporary laborer's personal vehicle; or
23 (4) a vehicle of a temporary laborer used to carpool other
24 temporary laborers and which is selected exclusively by and at the
25 sole choice of the temporary laborer for transportation.

26 c. A temporary help service firm shall not refer a temporary
27 laborer to any person for transportation to a work site unless that
28 person is:

- 29 (1) a public mass transportation system; or
30 (2) providing the transportation at no fee to the temporary
31 laborer.

32 Directing the temporary laborer to accept a specific car pool as a
33 condition of work shall be considered a referral by the temporary
34 help service firm. Any mention or discussion of the cost of a car
35 pool shall be considered a referral by the temporary help service
36 firm. Informing a temporary laborer of the availability of a car pool
37 driven by another temporary laborer shall not be considered a
38 referral by the temporary help service firm.

39 The temporary help service firm shall obtain, and keep on file,
40 documentation that any provider of transportation to the temporary
41 laborer that the temporary help service firm makes referrals to or
42 contracts with is in compliance with the requirements of subsections
43 d., e., and f. of this section.

44 d. Any motor vehicle that is owned or operated by the
45 temporary help service firm or a third party client, or a contractor or
46 agent of either, or to which a temporary help service firm refers a
47 temporary laborer, which is used for the transportation of temporary
48 laborers shall comply with minimum insurance requirements set by

1 the State of New Jersey. The driver of the vehicle shall hold a valid
2 license to operate motor vehicles in the correct classification and
3 shall be required to produce the license immediately upon demand
4 by the commissioner or any other person authorized to enforce
5 P.L. , c. (C.) (pending before the Legislature as this bill).
6 The commissioner shall forward a violation of this subsection to the
7 appropriate law enforcement authority or regulatory agency.

8 e. A motor vehicle that is owned or operated by the temporary
9 help service firm or a third party client, or a contractor or agent of
10 either, or to which a temporary help service firm refers a temporary
11 laborer, which is used for the transportation of temporary laborers
12 shall have a seat and a safety belt for each passenger. The
13 commissioner shall forward a violation of this subsection to the
14 appropriate law enforcement authority or regulatory agency.

15 f. Unless the temporary laborer requests otherwise, when a
16 temporary laborer has been transported to a work site, the
17 temporary help service firm or a third party client, or a contractor or
18 agent of either, shall provide transportation back to the point of hire
19 at the end of each work day.
20

21 6. (New section) a. At the time of payment of wages, a
22 temporary help service firm shall provide each temporary laborer
23 with a detailed itemized statement, on the temporary laborer's
24 paycheck stub or on a form approved by the commissioner, listing
25 the following:

26 (1) the name, address, and telephone number of each third party
27 client at which the temporary laborer worked. If this information is
28 provided on the temporary laborer's paycheck stub, a code for each
29 third party client may be used so long as the required information
30 for each coded third party client is made available to the temporary
31 laborer;

32 (2) the number of hours worked by the temporary laborer at each
33 third party client each day during the pay period. If the temporary
34 laborer is assigned to work at the same work site of the same third
35 party client for multiple days in the same work week, the temporary
36 help service firm may record a summary of hours worked at that
37 third party client's worksite so long as the first and last day of that
38 work week are identified as well;

39 (3) the rate of payment for each hour worked, including any
40 premium rate or bonus. Overtime pay shall be paid in accordance
41 with the provisions of subsection b. of section 5 of P.L.1966, c.113
42 (C.34:11-56a4);

43 (4) the total pay period earnings;

44 (5) the amount of each deduction made from the temporary
45 laborer's compensation made either by the third party client or by
46 the temporary help service firm, and the purpose for which each
47 deduction was made, including for the temporary laborer's food,
48 equipment, withheld income tax, withheld Social Security

1 deductions, and every other deduction; the current maximum
2 amount of a placement fee which the temporary help service firm
3 may charge to a third party client to directly hire the temporary
4 laborer pursuant to subsection a. of section 7 of
5 P.L. , c. (C.) (pending before the Legislature as this bill);
6 and

7 (6) any additional information required by the commissioner.

8 For each temporary laborer who is contracted to work a single
9 day, the third party client shall, at the end of the work day, provide
10 such temporary laborer with a work verification form, approved by
11 the commissioner, which shall contain the date, the temporary
12 laborer's name, the work location, and the hours worked on that
13 day. Any third party client who violates this section shall be subject
14 to a civil penalty not to exceed \$500 for each violation found by the
15 commissioner. The maximum civil penalty shall increase to \$2,500
16 for a second or subsequent violation. Each violation of paragraph 1
17 of this subsection for each temporary laborer and for each day the
18 violation continues shall constitute a separate and distinct violation.
19 That penalty shall be collected by the commissioner in a summary
20 proceeding in accordance with the "Penalty Enforcement Law of
21 1999," P.L.1999, c.274 (C.2A:58-10 et seq.).

22 b. A temporary help service firm shall provide each temporary
23 laborer an annual earnings summary within a reasonable time after
24 the preceding calendar year, but in no case later than February 1 of
25 each year. A temporary help service firm shall, at the time of each
26 wage payment, give notice to temporary laborers of the availability
27 of the annual earnings summary or post such a notice in a
28 conspicuous place in the public reception area.

29 c. At the request of a temporary laborer, a temporary help
30 service firm shall hold the daily wages of the temporary laborer and
31 make either weekly, bi-weekly, or semi-monthly payments. The
32 wages shall be paid in a single check, or, at the temporary laborer's
33 sole option, by direct deposit or other manner approved by the
34 commissioner, representing the wages earned during the period,
35 either weekly, bi-weekly, or semi-monthly, designated by the
36 temporary laborer in accordance with P.L.1965, c.173 (C.34:11-
37 4.1 et seq.).

38 Vouchers or any other method of payment which are not
39 negotiable shall be prohibited as a method of payment of wages.
40 Temporary help service firms that make daily wage payments shall
41 provide written notification to all temporary laborers of the right to
42 request weekly, bi-weekly, or semi-monthly checks. The temporary
43 help service firm may provide this notice by conspicuously posting
44 the notice at the location where the wages are received by the
45 temporary laborers.

46 d. No temporary help service firm shall charge any temporary
47 laborer for cashing a check issued by the temporary help service
48 firm for wages earned by a temporary laborer who performed work

1 through that temporary help service firm. No temporary help service
2 firm or third party client shall charge any temporary laborer for the
3 expense of conducting any consumer report, as that term is defined
4 in the “Fair Credit Reporting Act,” (15 U.S.C. s.1681 et seq.), any
5 criminal background check of any kind, or any drug test of any
6 kind.

7 e. Temporary laborers shall be paid no less than the wage rate
8 stated in the notice as provided in section 3 of P.L. , c. (C.)
9 (pending before the Legislature as this bill), for all the work
10 performed on behalf of the third party client in addition to the work
11 listed in the written description.

12 f. ¹(1)¹The total amount deducted for meals and equipment shall
13 not cause a temporary laborer's hourly wage to fall below the State
14 or federal minimum wage, whichever is greater. ¹【However, a】

15 (2) A¹ temporary help service firm may deduct the actual market
16 value of reusable equipment provided to the temporary laborer by
17 the temporary help service firm which the temporary laborer fails to
18 return, if the temporary laborer provides a written authorization for
19 that deduction at the time the deduction is made. ¹For any
20 additional equipment, clothing, accessories, or other items which
21 are not required by the nature of the work, either by law, custom, or
22 as a requirement of the third party client that the temporary help
23 service firm makes available for purchase, the temporary help
24 service firm shall charge no more than actual market value.

25 (3) A temporary help service firm shall not charge temporary
26 laborer for any meal not consumed by the temporary laborer and, if
27 consumed, no more than the actual cost of a meal. The purchase of
28 a meal shall not be a condition of employment for a temporary
29 laborer.¹

30 g. A temporary laborer who is contracted by a temporary help
31 service firm to work at a third party client's worksite but is not
32 utilized by the third party client shall be paid by the temporary help
33 service firm for a minimum of four hours of pay at the agreed upon
34 rate of pay. However, in the event the temporary help service firm
35 contracts the temporary laborer to work at another location during
36 the same shift, the temporary laborer shall be paid by the temporary
37 help service firm for a minimum of two hours of pay at the agreed
38 upon rate of pay.

39 h. A third party client is required to reimburse a temporary help
40 service firm wages and related payroll taxes for services performed
41 by the temporary laborer for the third party client according to
42 payment terms outlined on invoices, service agreements, or stated
43 terms provided by the temporary help service firm. A third party
44 client who fails to comply with this subsection is subject to the
45 penalties provided in section 11 of P.L. , c. (C.) (pending
46 before the Legislature as this bill).

1 The commissioner shall review a complaint filed by a licensed
2 temporary help service firm against a third party client. The
3 commissioner shall review the payroll and accounting records of the
4 temporary help service firm and the third party client for the period
5 in which the violation of P.L. , c. (C.) (pending before the
6 Legislature as this bill) is alleged to have occurred to determine if
7 wages and payroll taxes have been paid to the temporary help
8 service firm and that the temporary laborer has been paid the wages
9 owed.

10 i. Any temporary help service firm that violates this section
11 shall be subject to a civil penalty not to exceed \$500 for each
12 violation found by the commissioner. That penalty shall be
13 collected by the commissioner in a summary proceeding in
14 accordance with the "Penalty Enforcement Law of 1999," P.L.1999,
15 c.274 (C.2A:58-10 et seq.).

16

17 7. (New section) a. (1) No temporary help service firm shall
18 restrict the right of a temporary laborer to accept a permanent
19 position with a third party client to whom the temporary laborer has
20 been referred for work, restrict the right of a third party client to
21 offer employment to a temporary laborer, or restrict the right of a
22 temporary laborer to accept a permanent position for any other
23 employment. A temporary help service firm may charge a
24 placement fee to a third party client for employing a temporary
25 laborer for whom a contract for work was effected by the temporary
26 help service firm not to exceed the equivalent of the total daily
27 commission rate the temporary help service firm would have
28 received over a 60-day period, reduced by the equivalent of the
29 daily commission rate the temporary help service firm would have
30 received for each day the temporary laborer has performed work for
31 the temporary help service firm in the preceding 12 months.

32 (2) Any temporary help service firm which charges a placement
33 fee to a third party client for employing a temporary laborer shall
34 include on the wage payment and notice form of each affected
35 temporary laborer the maximum amount of a fee that shall be
36 charged to a third party client by the temporary help service firm,
37 and the total amount of actual charges to the third party client for
38 the temporary laborer during each pay period compared to the total
39 compensation cost for the temporary laborer, including costs of any
40 benefits provided. Failure to provide the required information shall
41 constitute a separate violation for each day the temporary help
42 service firm fails to provide the required information. No fee
43 provided for under this section shall be assessed or collected by the
44 temporary help service firm when the temporary laborer is offered
45 permanent work following the suspension or revocation of the
46 temporary help service firm's registration by the commissioner.

47 b. Each year, at the time of registration with the commissioner
48 as required by section 8 of P.L. , c. (C.) (pending before

1 the Legislature as this bill), each temporary help service firm shall
2 submit to the commissioner, on a form created by the
3 commissioner, the number of temporary laborers the temporary help
4 service firm has placed in a permanent position with a third party
5 client in the preceding 12 months as well as the percentage those
6 permanent placements represent of the total number of temporary
7 laborers contracted by the temporary help service firm during the
8 same period. Each day that the temporary help service firm fails to
9 fully comply with the requirements of this subsection shall
10 constitute a separate notice violation.

11 c. Any temporary laborer assigned to work at a third party client
12 shall not be paid less than the same average rate of pay and
13 equivalent benefits as a permanent employee of the third party
14 client performing the same or substantially similar work on jobs the
15 performance of which requires equal skill, effort, and responsibility,
16 and which are performed under similar working conditions. Each
17 violation of this subsection for each affected temporary laborer
18 shall constitute a separate violation under section 11 of
19 P.L. , c. (C.) (pending before the Legislature as this bill).

20 d. Any temporary help service firm that violates this section
21 shall be subject to a civil penalty not to exceed ¹["\$500"] \$5,000¹ for
22 each violation found by the commissioner. That penalty shall be
23 collected by the ¹["director"] commissioner¹ in a summary
24 proceeding in accordance with the "Penalty Enforcement Law of
25 1999," P.L.1999, c.274 (C.2A:58-10 et seq.).

26 ¹e. If a third party client leases or contracts with a temporary
27 help service firm for the services of a temporary laborer, the third
28 party client shall be, with the temporary help service firm, jointly
29 and severally responsible for any violation of this section, including
30 with respect to relief provided by section 11 of
31 P.L. , c. (C.) (pending before the Legislature as this bill)
32 and civil penalties found by the commissioner.¹

33
34 8. (New section) a. A temporary help service firm which is
35 located, operates, or transacts business within this State shall
36 register with the commissioner in accordance with rules adopted by
37 the commissioner for temporary help service firms and shall be
38 subject to P.L. , c. (C.) (pending before the Legislature as
39 this bill). Each temporary help service firm shall provide proof of
40 an employer account number issued by the commissioner for the
41 payment of unemployment insurance contributions as required
42 under the "unemployment compensation law," R.S.43:21-1 et seq.,
43 and proof of valid workers' compensation insurance in effect at the
44 time of registration covering all of its employees. If, at any time, a
45 temporary help service firm's workers' compensation insurance
46 coverage lapses, the temporary help service firm shall have an
47 affirmative duty to report the lapse of coverage to the commissioner
48 and the temporary help service firm's registration shall be

1 suspended until the firm's workers' compensation insurance is
2 reinstated.

3 The commissioner shall assess each temporary help service firm
4 a non-refundable registration fee not exceeding \$2,000 per year per
5 temporary help service firm and a non-refundable fee not to exceed
6 \$750 for each branch office or other location where the temporary
7 help service firm regularly contracts with temporary laborers for
8 services. The fee shall be paid by check or money order, and the
9 commissioner may not refuse to accept a check on the basis that it
10 is not a certified check or a cashier's check. The commissioner may
11 charge an additional fee to be paid by a temporary help service firm
12 if the firm, or any person on the firm's behalf, issues or delivers a
13 check to the commissioner that is not honored by the financial
14 institution upon which it is drawn. The commissioner shall adopt
15 rules for violation hearings and penalties for violations of
16 P.L. , c. (C.) (pending before the Legislature as this bill).

17 At the time of registration with the commissioner each year, a
18 temporary help service firm shall provide the commissioner with a
19 report containing the information identified in paragraph (9) of
20 subsection a. of section 4 of P.L. , c. (C.) (pending before
21 the Legislature as this bill), broken down by branch office, in the
22 aggregate for all temporary laborers assigned within New Jersey in
23 the prior year to be submitted on a form created by the
24 commissioner.

25 b. It is a violation of P.L. , c. (C.) (pending before the
26 Legislature as this bill) to operate a temporary help service firm
27 without being registered with the commissioner in accordance with
28 subsection a. of this section. The Commissioner shall share a list of
29 all registered temporary help service firms with the Division of
30 Consumer Affairs in the Department of Law and Public Safety, and
31 the division shall create and maintain on its Internet website,
32 accessible to the public:

33 (1) a list of all registered temporary help service firms in the
34 State whose registration is in good standing;

35 (2) a list of temporary help service firms in the State whose
36 registration has been suspended, including the reason for the
37 suspension, the date that the suspension was initiated, and the date,
38 if known, that the suspension is to be lifted; and

39 (3) a list of temporary help service firms in the State whose
40 registration has been revoked, including the reason for the
41 revocation and the date that the registration was revoked.

42 The commissioner shall assess a penalty against any temporary
43 help service firm that fails to register with the commissioner in
44 accordance with P.L. , c. (C.) (pending before the
45 Legislature as this bill) or any rules adopted under
46 P.L. , c. (C.) (pending before the Legislature as this bill) of
47 **1[\$500] \$5,000¹** for each violation. Each day during which a
48 person operates as a temporary help service firm without being

1 registered as a temporary help service firm with the commissioner
2 shall be a separate and distinct violation of P.L. , c. (C.)
3 (pending before the Legislature as this bill). That penalty shall be
4 collected by the commissioner in a summary proceeding in
5 accordance with the "Penalty Enforcement Law of 1999," P.L.1999,
6 c.274 (C.2A:58-10 et seq.).

7 A temporary help service firm shall obtain a surety bond issued
8 by a surety company admitted to do business in this State. The
9 principal sum of the bond shall not be less than \$200,000. A copy of
10 the bond shall be filed with the commissioner.

11 The bond required by this section shall be in favor of, and
12 payable to, the people of the State of New Jersey, and shall be for
13 the benefit of any temporary laborer damaged by the temporary help
14 service firm's failure to pay wages, interest on wages, or fringe
15 benefits, or damaged by violation of this section.

16 Thirty days prior to the cancellation or termination of any surety
17 bond required by this section, the surety shall send written notice to
18 both the temporary help service firm and the commissioner
19 identifying the bond and the date of the cancellation or termination.

20 A temporary help service firm shall not conduct any business
21 until it obtains a new surety bond and files a copy of it with the
22 commissioner.

23 This subsection shall not apply to a temporary help service firm
24 whose temporary laborers are covered by a valid collective
25 bargaining agreement, if the agreement expressly provides for:

- 26 (1) Wages;
- 27 (2) Hours of work;
- 28 (3) Working conditions;
- 29 (4) An expeditious process to resolve disputes concerning
30 nonpayment of wages;
- 31 (5) Documentation of its current workers' compensation
32 insurance policy in effect for the temporary laborers; and
- 33 (6) Compliance with all provisions of this section.

34 c. The principal executive officer of a temporary help service
35 firm shall certify under oath at the time of registration of the
36 temporary help service firm each year on a form created by the
37 commissioner that:

38 (1) the signing officer has reviewed the registration form of the
39 temporary help service firm and confirmed the information is true
40 and accurate to the best of the officer's knowledge;

41 (2) the signing officer has reviewed the recordkeeping practices
42 of the temporary help service firm and confirmed that the
43 recordkeeping practices comply with the requirements of section 4
44 of P.L. , c. (C.) (pending before the Legislature as this bill)
45 to the best of his or her knowledge;

46 (3) the signing officer has reviewed the temporary help service
47 firm's filing as required by subsection b. of section 7 of
48 P.L. , c. (C.) (pending before the Legislature as this bill),

1 related to the placement of temporary laborers in permanent
2 positions with third party clients and has confirmed that those
3 practices comply with the requirements of section 7 of
4 P.L. , c. (C.) (pending before the Legislature as this bill) to
5 the best of the officer's knowledge;

6 (4) the signing officer has reviewed the temporary help service
7 firm's practices related to the transportation of temporary laborers
8 and has confirmed that those practices comply with the
9 requirements of section 5 of P.L. , c. (C.) (pending before
10 the Legislature as this bill) to the best of the officer's knowledge;

11 (5) the signing officer has reviewed and is responsible for the
12 surety bond posted by the temporary help service firm and its
13 renewals; and

14 (6) the signing officer:

15 (a) is responsible for establishing and maintaining internal
16 controls to comply with the recordkeeping requirements; and

17 (b) has evaluated the effectiveness of the internal controls.

18 d. An applicant is not eligible to register to operate a temporary
19 help service firm under P.L. , c. (C.) (pending before the
20 Legislature as this bill) if the applicant or any of its officers,
21 directors, partners, or managers or any owner having 25 percent or
22 greater beneficial interest:

23 (1) has been involved, as owner, officer, director, partner, or
24 manager, of a temporary help service firm the registration of which
25 has been revoked or suspended without being reinstated within the
26 five years immediately preceding the filing of the application; or (2)
27 is under the age of 18.

28 e. Every temporary help service firm shall post and keep
29 posted at each location, in a position easily accessible to all
30 employees, notices as supplied and required by the commissioner
31 containing a copy or summary of the provisions of
32 P.L. , c. (C.) (pending before the Legislature as this bill),
33 and a notice which informs the public of a toll-free telephone
34 number operated by the commissioner for temporary laborers and
35 the public to file wage dispute complaints and other alleged
36 violations by temporary help service firms. The notices shall be in
37 English or any other language generally understood in the locale of
38 the temporary help service firm.

39 f. No temporary help service firm shall be permitted to register
40 to operate in New Jersey until it has complied with the requirements
41 of this section.

42

43 9. (New section) **1[a.]** It is a violation of
44 P.L. , c. (C.) (pending before the Legislature as this bill)
45 for a third party client to enter into a contract for the employment of
46 a temporary laborer with a temporary help service firm not
47 registered under section 8 of P.L. , c. (C.) (pending before
48 the Legislature as this bill). A third party client shall verify a

1 temporary help service firm's status with the commissioner before
2 entering into a contract with the temporary help service firm, and on
3 March 1 and September 1 of each year.

4 A temporary help service firm shall provide each of its third
5 party clients with proof of valid registration issued by the
6 commissioner at the time of entering into a contract. A temporary
7 help service firm shall be required to notify, both by telephone and
8 in writing, each temporary laborer it employs and each third party
9 client with whom it has a contract within 24 hours of any denial,
10 suspension, or revocation of its registration by the commissioner.
11 All contracts between any temporary help service firm and any third
12 party client shall be considered null and void from the date any
13 denial, suspension, or revocation of registration becomes effective
14 and until such time as the temporary help service firm becomes
15 registered and considered in good standing by the commissioner as
16 provided in section 8 of P.L. , c. (C.) (pending before the
17 Legislature as this bill).

18 Upon request, the commissioner shall provide to a third party
19 client a list of entities registered as temporary help service firms.
20 The commissioner shall share a list of all registered temporary help
21 service firms with the Division of Consumer Affairs, and the
22 division shall provide on its Internet website a list of entities
23 registered as temporary help service firms. A third party client may
24 rely on information provided by the commissioner or maintained on
25 the division's website pursuant to section 8 of P.L. , c. (C.)
26 (pending before the Legislature as this bill), and shall be held
27 harmless if such information maintained or provided by the
28 commissioner or the division was inaccurate. Any third party client
29 that violates this section shall be subject to a civil penalty not to
30 exceed \$500. Each day during which a third party client contracts
31 with a person operating as a temporary help service firm but not
32 registered as a temporary help service firm under section 8 of
33 P.L. , c. (C.) (pending before the Legislature as this bill),
34 shall constitute a separate and distinct offense.

35 ¹¶b. If a third party client leases or contracts with a temporary
36 help service firm for the services of a temporary laborer, the third
37 party client shall be, with the temporary help service firm, jointly
38 and severally responsible for:

39 (1) the payment of wages under the "New Jersey State Wage and
40 Hour Law," P.L.1966, c.113 (C.34:11-56a et seq.), P.L.1965, c.173
41 (C.34:11-4.1 et seq.), R.S.34:11-57, and P.L.1952, c.9 (C.34:11-
42 56.1 et seq.); and

43 (2) any violation of P.L. , c. (C.) (pending before the
44 Legislature as this bill).¹

45
46 10. (New section) a. It is a violation of P.L. , c. (C.)
47 (pending before the Legislature as this bill) for a temporary help
48 service firm or third party client, or any agent of a temporary help

1 service firm or third party client, to retaliate through discharge or in
2 any other manner against any temporary laborer for exercising any
3 rights granted under P.L. , c. (C.) (pending before the
4 Legislature as this bill). The termination or disciplinary action by a
5 temporary help service firm against a temporary laborer within 90
6 days of the person's exercise of rights protected under
7 P.L. , c. (C.) (pending before the Legislature as this bill)
8 shall raise a rebuttable presumption of having done so in retaliation
9 for the exercise of those rights. Such retaliation shall subject a
10 temporary help service firm or third party client, or both, to civil
11 penalties pursuant to P.L. , c. (C.) (pending before the
12 Legislature as this bill) or a private cause of action.

13 b. It is a violation of P.L. , c. (C.) (pending before the
14 Legislature as this bill) for a temporary help service firm or third
15 party client to retaliate against a temporary laborer for:

16 (1) making a complaint to a temporary help service firm, to a
17 third party client, to a co-worker, to a community organization,
18 before a public hearing, or to a State or federal agency that rights
19 guaranteed under P.L. , c. (C.) (pending before the
20 Legislature as this bill) have been violated;

21 (2) instituting any proceeding under or related to
22 P.L. , c. (C.) (pending before the Legislature as this bill);
23 or

24 (3) testifying or preparing to testify in an investigation or
25 proceeding under P.L. , c. (C.) (pending before the
26 Legislature as this bill).

27 c. When the commissioner finds that a temporary help service
28 firm or third party client has violated this section, the commissioner
29 is authorized to assess and collect administrative penalties, up to a
30 maximum of \$250 for a first violation and up to a maximum of
31 \$500 for each subsequent violation, specified in a schedule of
32 penalties to be promulgated as a rule or regulation by the
33 commissioner in accordance with the "Administrative Procedure
34 Act," P.L.1968, c.410 (C.52:14B-1 et seq.). When determining the
35 amount of the penalty imposed because of a violation, the
36 commissioner shall consider factors which include the history of
37 previous violations by the employer, the seriousness of the
38 violation, the good faith of the employer and the size of the
39 employer's business. No administrative penalty shall be levied
40 pursuant to this section unless the commissioner provides the
41 alleged violator with notification of the violation and of the amount
42 of the penalty by certified mail and an opportunity to request a
43 hearing before the commissioner or his designee within 15 days
44 following the receipt of the notice. If a hearing is requested, the
45 commissioner shall issue a final order upon such hearing and a
46 finding that a violation has occurred. If no hearing is requested, the
47 notice shall become a final order upon expiration of the 15-day
48 period. Payment of the penalty is due when a final order is issued

1 or when the notice becomes a final order. Any penalty imposed
2 pursuant to this section may be recovered with costs in a summary
3 proceeding commenced by the commissioner pursuant to "the
4 penalty enforcement law" (N.J.S. 2A:58-1 et seq.). Any sum
5 collected as a fine or penalty pursuant to this section shall be
6 applied toward enforcement and administration costs of the
7 Department of Labor and Workforce Development.

8
9 11. (New section) a. A person aggrieved by a violation of
10 P.L. , c. (C.) (pending before the Legislature as this bill) by
11 a temporary help service firm or a third party client may institute a
12 civil action in the Superior Court, in the county where the alleged
13 offense occurred or where any temporary laborer who is party to the
14 action resides, without regard to exhaustion of any alternative
15 administrative remedies provided in P.L. , c. (C.) (pending
16 before the Legislature as this bill).

17 A temporary help service firm aggrieved by a violation of
18 P.L. , c. (C.) (pending before the Legislature as this bill) by
19 a third party client may institute a civil action in the Superior Court,
20 in the county where the alleged offense occurred or where the
21 temporary help service firm which is party to the action is located.

22 An action may be brought by one or more temporary laborers
23 employed by the temporary help service firm for and on behalf of
24 themselves and other temporary laborers similarly situated against
25 the temporary help service firm or a third party client.

26 Notwithstanding any other relief provided under any other
27 provision of law, a temporary laborer whose rights have been
28 violated under P.L. , c. (C.) (pending before the
29 Legislature as this bill) by a temporary help service firm or a third
30 party client or a temporary help service firm whose rights have been
31 violated under P.L. , c. (C.) (pending before the
32 Legislature as this bill) by a third party client is entitled to the
33 following relief:

34 (1) in the case of any violation of subsection a. of section 7 of
35 P.L. , c. (C.) (pending before the Legislature as this bill)
36 relating to any unlawful restrictions by a temporary help service
37 firm on the right of a temporary laborer to accept a permanent
38 position for any other employment or the right of a third party client
39 to offer such employment to a temporary laborer, \$50 for each
40 temporary laborer affected by the temporary help service firm 's
41 policy, practice, or agreement and for each day that policy, practice,
42 or agreement is in effect, plus actual damages;

43 (2) in the case of unlawful retaliation, the greater of all legal or
44 equitable relief as may be appropriate or liquidated damages equal
45 to \$20,000 per incident of retaliation, at the selection of the
46 aggrieved temporary laborer, and reinstatement, if appropriate; and

47 (3) attorney's fees and costs.

1 b. The right of an aggrieved person to bring an action under
2 this section terminates upon the passing of six years from the final
3 date of employment by the temporary help service firm or the third
4 party client or upon the passing of six years from the date of
5 termination of the contract between the temporary help service firm
6 and the third party client.

7
8 12. (New section) a. The commissioner shall have the authority
9 to deny, revoke, or refuse to renew any registration issued under
10 section 8 of P.L. , c. (C.) (pending before the Legislature
11 as this bill).

12 b. The commissioner shall notify a temporary help service firm
13 in writing by mail of the denial, revocation of, or refusal to renew
14 the registration and the reason for the denial, revocation, or refusal.
15 The commissioner shall also notify the Division of Consumer
16 Affairs of any denial, revocation or refusal to renew the registration
17 of a temporary help service firm, and the division shall update its
18 list of registered temporary help service firms on the Division of
19 Consumer Affairs' website to reflect these changes. The
20 commissioner may deny, revoke, or refuse to renew any registration
21 issued under section 8 of P.L. , c. (C.) (pending before the
22 Legislature as this bill) on the following grounds:

23 (1) The temporary help service firm is in default of payment of
24 the registration fee required under section 8 of P.L. , c. (C.)
25 (pending before the Legislature as this bill), fails to obtain or
26 terminates the surety bond required under section 8 of
27 P.L. , c. (C.) (pending before the Legislature as this bill),
28 or otherwise fails to comply with the requirements under section 8
29 of P.L. , c. (C.) (pending before the Legislature as this
30 bill);

31 (2) The registration required under section 8 of
32 P.L. , c. (C.) (pending before the Legislature as this bill)
33 was procured by fraud or false representation of fact;

34 (3) The temporary help service firm is subject to a court order
35 entering final judgment for violations of P.L. , c. (C.)
36 (pending before the Legislature as this bill) or for violations of
37 P.L.1966, c.113 (C.34:11-56a et seq.) and the judgment was not
38 satisfied within 30 days of either:

39 (a) the expiration of the time for filing an appeal from the final
40 judgment order; or

41 (b) if a timely appeal was made, the date of the final resolution
42 of that appeal and any subsequent appeals resulting in final judicial
43 affirmation of the findings of a violation;

44 (4) The temporary help service firm has failed to comply with
45 the terms of an administrative penalty or final order, within 30 days
46 of issuance of that penalty or order, issued by the commissioner
47 pursuant to P.L. , c. (C.) (pending before the Legislature as

1 this bill) or P.L.1966, c.113 (C.34:11-56a et seq.) for which all
2 appeal rights have been exhausted; or

3 (5) The temporary help service firm has been determined
4 through a separate enforcement process to be operating in violation
5 of any law.

6

7 13. Section 1 of P.L.1989, c.331 (C.34:8-43) is amended to read
8 as follows:

9 1. As used in **[this act]** P.L.1989, c.331 (C.34:8-43 et al.):

10 "Accepting employment" means that a job seeker has entered
11 into an agreement with an employer which includes:

12 (1) The terms and conditions of employment;

13 (2) The salary or wages and any benefits to be paid to the job
14 seeker as compensation for employment; and

15 (3) The date, time and place employment will commence.

16 "A career consulting or outplacement organization" means any
17 person, required to be registered under section 24 of **[this act]**
18 P.L.1989, c.331 (C.34:8-65), providing or rendering services, with
19 or without related products, in connection with advice, instruction,
20 analysis, recommendation or assistance concerning past, present, or
21 future employment or compensation for an individual's time, labor
22 or effort.

23 "Agent" means any individual who performs any function or
24 activity for or on behalf of any person, the purpose of which is to
25 provide services or products to individuals seeking employment,
26 career guidance or counseling, or employment related services or
27 products.

28 "Applicant" means any person applying for licensing or
29 registration under **[this act]** P.L.1989, c.331 (C.34:8-43 et al.).

30 "Attorney General" means the Attorney General of this State or
31 a designee.

32 "Baby sitter" means and includes any individual under 16 years
33 of age, other than a registered nurse or a licensed nurse, entrusted
34 temporarily with the care of children during the absence of their
35 parents, guardians, or individuals standing in loco parentis to them.
36 This definition shall not include persons regularly employed by
37 agencies, or institutions operated by or under the control or
38 supervision of this State, or any of its political subdivisions, nor any
39 child care facilities operated for the care of children when the
40 facilities are similarly controlled or supervised.

41 "Booking agency" means any person who procures, offers,
42 promises, or attempts to procure employment for performing artists,
43 or athletes, not under the jurisdiction of the Athletic Control Board,
44 and who collects a fee for providing those services.

45 "Bureau" means the Bureau of Employment and Personnel
46 Services in the Division of Consumer Affairs within the Department
47 of Law and Public Safety created pursuant to section 2 of **[this act]**
48 P.L.1989, c.331 (C.52:17B-139.4).

1 "Career counseling service" means any business that, through its
2 agents or otherwise, procures or represents itself as procuring
3 employment or employment assistance or advertises in any manner
4 the following services for a fee: career counseling; vocational
5 guidance; aptitude, achievement or vocational testing; executive
6 consulting; personnel consulting; career management, evaluation, or
7 planning; the development of resumes and other promotional
8 materials relating to the preparation for employment; or referral
9 services relating to employment or employment qualifications. A
10 career counseling service shall be licensed as an employment
11 agency pursuant to the provisions of **[this act]** P.L.1989, c.331
12 (C.34:8-43 et al.). A career counseling service shall not include
13 career consulting or outplacement organizations required to be
14 registered under section 24 of **[this act]** P.L.1989, c.331 (C.34:8-
15 65).

16 "Chief" means the Chief of the Bureau of Employment and
17 Personnel Services.

18 "Consulting firm" means any person required to be registered
19 under section 23 of **[this act]** P.L.1989, c.331 (C.34:8-64) that:

20 (1) Identifies, appraises, refers or recommends individuals to be
21 considered for employment by the employer; and

22 (2) Is compensated for services solely by payments from the
23 employer and is not, in any instance, compensated, directly or
24 indirectly, by an individual who is identified, appraised, referred or
25 recommended.

26 "Director" means the Director of the Division of Consumer
27 Affairs in the Department of Law and Public Safety, or his
28 designee.

29 "Employer" means a person seeking to obtain individuals to
30 perform services, tasks, or labor for which a salary, wage, or other
31 compensation or benefits are to be paid.

32 "Employment agency" means any person who, for a fee, charge
33 or commission:

34 (1) Procures or obtains, or offers, promises or attempts to
35 procure, obtain, or assist in procuring or obtaining employment for
36 a job seeker or employees for an employer; or

37 (2) Supplies job seekers to employers seeking employees on a
38 part-time or temporary assignment basis who has not filed
39 notification with the Attorney General pursuant to the provisions of
40 section **[1]** 14 of P.L.1981, c.1 (C.56:8-1.1); or

41 (3) Procures, obtains, offers, promises or attempts to procure or
42 obtain employment or engagements for actors, actresses,
43 performing artists, vocalists, musicians or models; or

44 (4) Acts as a placement firm, career counseling service, or
45 resume service; or

46 (5) Acts as a nurses' registry.

1 “Employment agency” does not mean “temporary help service
2 firm” as that term is defined and used in sections 1 through 12 of
3 P.L. , c. (C.) (pending before the Legislature as this bill).

4 The director shall have the authority to determine, from time to
5 time, that a particular employment agency or career-related service
6 or product, not otherwise expressly subject to the provisions of
7 **【this act】** P.L.1989, c.331 (C.34:8-43 et al.), is subject to whichever
8 requirements of **【this act he】** P.L.1989, c.331 (C.34:8-43 et al.) the
9 director deems appropriate.

10 "Fee, charge or commission" means any payment of money, or
11 promise to pay money to a person in consideration for performance
12 of any service for which licensure or registration is required by
13 **【this act】** P.L.1989, c.331 (C.34:8-43 et al.), or the excess of money
14 received by a person furnishing employment or job seekers over
15 what he has paid for transportation, transfer of baggage or lodging
16 for a job seeker. "Fee, charge or commission" shall also include the
17 difference between the amount of money received by any person
18 who either furnishes job seekers or performers for any
19 entertainment, exhibition or performance, or who furnishes baby
20 sitters for any occasion, and the amount paid by the person to the
21 job seekers, performers or baby sitters.

22 "Job listing service" means any person required to be registered
23 under section 25 of **【this act】** P.L.1989, c.331 (C.34:8-66) who, by
24 advertisement or other means, offers to provide job seekers with a
25 list of employers, a list of job openings or a similar publication, or
26 prepares resumes or lists of applicants for distribution to potential
27 employers, where a fee or other valuable consideration is exacted or
28 attempted to be collected, either directly or indirectly.

29 "Job seeker" means any individual seeking employment, career
30 guidance or counseling or employment related services or products.

31 "Job seeker contingent liability" means a provision in an
32 agreement between an employment agency and a job seeker
33 whereby the job seeker may become liable, in whole or in part, to
34 pay a fee, charge or commission of any amount, directly or
35 indirectly, on account of any service rendered by the employment
36 agency.

37 "Just cause for voluntary termination of employment by a job
38 seeker" means and includes, but is not limited to, cases in which
39 material misrepresentations of the terms or conditions of
40 employment have been relied upon by a job seeker who would not
41 have accepted the employment if the grounds for termination were
42 known before acceptance of the employment.

43 "License" means a license issued by the director to any person
44 to:

- 45 (1) Carry on the business of an employment agency; and
- 46 (2) Perform, as an agent of the agency, any of the functions
- 47 related to the operation of the agency.

1 "Performing artist" means a model, musical, theatrical or other
2 entertainment performer employed or engaged individually or in a
3 group.

4 "Person" means any natural person or legal representative,
5 partnership, corporation, company, trust, business entity or
6 association, and any agent, employee, salesperson, partner, officer,
7 director, member, stockholder, associate, trustee or cestuis que
8 trustent thereof.

9 "Prepaid computer job matching service" means any person
10 required to be registered under section 25 of **[this act]** P.L.1989,
11 c.331 (C.34:8-66) who is engaged in the business of matching job
12 seekers with employment opportunities, pursuant to an arrangement
13 under which the job seeker is required to pay a fee in advance of, or
14 contemporaneously with, the supplying of the matching, but which
15 does not otherwise involve services for the procurement of
16 employment by the person conducting the service.

17 "Primary location" means an address used for 90 or more
18 calendar days by a person for the conduct of an activity regulated
19 under **[this act]** P.L.1989, c.331 (C.34:8-43 et al.).

20 "Principal owner" means any person who, directly or indirectly,
21 holds a beneficial interest or ownership in an applicant or who has
22 the ability to control an applicant.

23 "Temporary employment" means employment in which the
24 duration is fixed as some definite agreed period of time or by the
25 occurrence of some specified event, either of which shall be clearly
26 stated to all parties at the time of referral to the employment.

27 "Temporary help service firm" means any person who operates a
28 business which consists of employing individuals directly or
29 indirectly for the purpose of assigning the employed individuals to
30 assist the firm's customers in the handling of the customers'
31 temporary, excess or special work loads, and who, in addition to the
32 payment of wages or salaries to the employed individuals, pays
33 federal social security taxes and State and federal unemployment
34 insurance; carries worker's compensation insurance as required by
35 State law; and sustains responsibility for the actions of the
36 employed individuals while they render services to the firm's
37 customers. A temporary help service firm is required to comply
38 with the provisions of P.L.1960, c.39 (C.56:8-1 et seq.).
39 (cf: P.L.1989, c.331, s.1)

40

41 14. This act shall take effect ¹**[immediately]** on the 90th day
42 after the date of enactment¹.