

§1
C.34:19-9.1
§§6,7
C.34:19-15
and 34:19-16
§8
Note

P.L. 2025, CHAPTER 138, *approved September 3, 2025*
Assembly, No. 4429 (*Second Reprint*)

1 AN ACT concerning prohibition of certain employer
2 communications and supplementing and amending P.L.2006,
3 c.53.

4

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

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8 1. (New section) The Legislature finds and declares that
9 freedom of speech is a foundational ideal that is core to this nation's
10 identity. While an employer is free to exercise a right to speech, the
11 law needs to ensure current protections of the right of the workforce
12 to perform the duties of their jobs instead of listening to an
13 employer's speech on political matters.

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15 2. Section 1 of P.L.2006, c.53 (C.34:19-9) is amended to read as
16 follows:

17 1. For the purposes of **[this act]** P.L.2006, c.53 (C.34:19-9 et
18 seq.):

19 "Employer" means a person engaged in business who has
20 employees, including the State and any political subdivision or other
21 instrumentality of the State.

22 "Employee" means any person engaged in service to an employer
23 for wages, salary or other compensation.

24 "Political matters" **[include political party affiliation and decisions**
25 **to join or not join or participate in any lawful political, social, or**
26 **community organization or activity]** means matters which relate to
27 ¹[elections for political office; political party; legislation; regulation]
28 an electioneering communication as defined in section 3 of P.L.1973,
29 c.83 (C.19:44A-3) ²[, a proposal to change legislation, and a proposal
30 to change a regulation¹;]² and the ¹employee's¹ decision to join or
31 support any political party or political, civic, community, fraternal, or
32 labor organization or association.

33 (cf: P.L.2006, c.53, s.1)

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:

¹Assembly AAP committee amendments adopted October 24, 2024.

²Senate SBA committee amendments adopted June 9, 2025.

1 ¹3. Section 2 of P.L.2006, c.53 (C.34:19-10) is amended to read as
2 follows:

3 2. ²a.² No employer or employer's agent, representative or
4 designee may, except as provided in ²subsection b. of this section or²
5 section 3 of [this act] P.L.2006, c.53 (C.34:19-11), require its
6 employees to attend an employer-sponsored meeting or participate in
7 any communications with the employer or its agents or representatives,
8 the purpose of which is to communicate the employer's opinion about
9 religious or political matters.

10 **[This act shall not be construed as prohibiting]** ²b.² Nothing in
11 P.L.2006, c.53 (C.34:19-9 et seq.):

12 (1) prohibits an employer from permitting its employees to
13 voluntarily attend employer-sponsored meetings or providing other
14 communications to the employees, if the employer notifies the
15 employees that they may refuse to attend the meetings or accept the
16 communications without penalty;

17 (2) prohibits communications of information that the employer is
18 required by law to communicate;

19 (3) limits the rights of an employer or its agent, representative, or
20 designee from communicating to its employees any information that is
21 necessary for the employees to perform their required job duties,
22 including by requiring employees to attend a meeting or participate in
23 communications;

24 (4) prohibits an employer or its agent or representative, or
25 designee from requiring its employees to attend any training to reduce
26 or prevent unlawful workplace harassment or discrimination;

27 (5) prohibits an institution of higher education, or any agent,
28 representative, or designee of the institution, from conducting
29 mandatory meetings or participating in any communications with its
30 employees concerning any coursework, symposia, research,
31 publication, or an academic program at the institution;

32 (6) prohibits, where lawful, a candidate, candidate committee,
33 joint candidates committee, political committee, continuing political
34 committee, independent expenditure committee, political party
35 committee or legislative leadership committee, lobbyist as defined in
36 section 3 of P.L.1971, c.183 (C.52:13C-20), or a not-for-profit
37 organization that is exempt from taxation under section 501(c)(3),
38 501(c)(4), 501(c)(5), or 501(c)(6) of the Internal Revenue Code (26
39 U.S.C. 501(c)(3) to 501(c)(6)), from requiring its staff or employees to
40 attend an employer-sponsored meeting or participate in any
41 communication with the employer or the employer's agent,
42 representative or designee for the purpose of communicating
43 ²**[political]** electioneering² matters;

44 (7) prohibits the State and any political subdivision or other
45 instrumentality of the State from requiring their employees to attend an
46 employer-sponsored meeting or participate in any communication with
47 the employer or the employer's agent, representative, or designee for

1 the purpose of communicating the employer's proposals to change
2 legislation, proposals to change regulations, or proposals to change
3 public policy; or

4 (8) prohibits a religious organization from requiring its employees
5 to attend an employer-sponsored meeting or participate in any
6 communication with the employer or the employer's agent,
7 representative or designee for the purpose of communicating the
8 employer's religious beliefs, practices, or tenets.¹

9 (cf: P.L.2006, c.53, s.2)

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11 ²4. Section 4 of P.L.2006, c.53 (C.34:19-12) is amended to read as
12 follows:

13 4. No employer or employer's agent, representative or designee
14 shall discharge, discipline or otherwise penalize or threaten to
15 discharge, discipline or otherwise penalize any employee because:

16 (1) the employee, or a person acting on behalf of the employee,
17 makes a good faith report, verbally or in writing, of a violation or
18 suspected violation of [this act] P.L.2006, c.53 (C.34:19-9 et seq.); or

19 (2) the employee, pursuant to subsection (1) of section 2 of
20 P.L.2006, c.53 (C.34:19-10), refused to participate in a meeting or
21 accept a communication.²

22 (cf: P.L.2006, c.53, s.4)

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24 ¹[3.] ²[4. ¹] ²5. Section 5 of P.L.2006, c.53 (C.34:19-13) is
25 amended to read as follows:

26 5. Any aggrieved employee may enforce the provisions of [this
27 act] P.L.2006, c.53 (C.34:19-9 et seq.) by means of a civil action
28 brought no later than ninety days after the date of the alleged
29 violation in [a court of competent jurisdiction] Superior Court.
30 The court shall award a prevailing employee all appropriate relief,
31 including any of the following which are applicable to the violation:

32 a. **[A]** Injunctive relief, including but not limited to a
33 restraining order against any continuing violation;

34 b. The reinstatement of the employee to the employee's former
35 position or an equivalent position and the reestablishment of any
36 employee benefits and seniority rights;

37 c. The payment of any lost wages, benefits or other
38 remuneration; **[and]**

39 d. The payment of reasonable attorneys' fees and costs of the
40 action; and

41 e. Other appropriate relief as considered necessary by the
42 court.

43 In addition, the court may award the prevailing employee
44 punitive damages not greater than treble damages, or an assessment
45 of a civil fine of not more than \$1,000 for a first violation of [the
46 act] P.L.2006, c.53 (C.34:19-9 et seq.) and not more than \$5,000

1 for each subsequent violation, which shall be paid to the State
2 Treasurer for deposit in the General Fund.

3 (cf: P.L.2006, c.53, s.5)

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5 ¹[4.] ²[5.1] 6.² (New section) An employer subject to
6 P.L. , c. (C.) (pending before the Legislature as this bill)
7 shall post a notice of employee rights under P.L. , c. (C.)
8 (pending before the Legislature as this bill) in a conspicuous place
9 reserved for employment-related notices and in a place commonly
10 frequented by employees.

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12 ²7. (New section) The provisions of P.L.2006, c.53 (C.34:19-9 et
13 seq.) are severable. If any provision of P.L.2006, c.53 (C.34:19-9 et
14 seq.) or its application is held invalid, that invalidity shall not affect
15 other provisions or applications that can be given effect without the
16 invalid provision or application.²

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18 ¹[5.] ²[6.1] 8.² This act shall take effect on the 90th day after
19 enactment.

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24 Expands prohibitions on employers concerning requirements for
25 employees to attend or listen to communications related to political
26 matters.