

# EMPLOYMENT LAW

## For Municipalities & School Districts

**September 19, 2019 – NJ Law Center, New Brunswick, NJ**

\*Approved by DCA CMFO & CCFOs – 4 CEU’s - 4 Office Management & Ancillary Subjects

\*Approved by DCA CTCs 4 CEUs – 2 Legislation & 2 General/Secondary Duties

\*Approved by DCA CPWMs 4 CEUs – 2 Management & 2 Government

\* Approved by DCA RMC – 4 CEU’s - 2 Finance & 2 Ethics

\*Approved for CPA, RMA, PA - 4 CEU’s - 2 Finance & 2 Management

**9:00am – 9:30am \*Registration, Full Breakfast Buffet - Seminar Hours 9:30am-12:50pm**

### **NJ Law Against Discrimination and Federal Counterparts**

Federal and state law prohibit discrimination in the workplace. It is illegal for an employer to discriminate against an employee based on protected characteristics such as race, national origin, religion, age, gender, sexual orientation, pregnancy, disability, and veteran status.

### **Conscientious Employee Protection Act**

New Jersey has one of the strongest and most far-reaching whistleblower protection laws in the United States. The New Jersey Conscientious Employee Protection Act (“CEPA”) provides protection to employees and independent contractors who disclose or threaten to disclose to a supervisor a policy, practice, or activity of the employer that the employee reasonably believes is illegal, criminal, or fraudulent. It also protects employees and independent contractors who object to or refuse to participate in an activity, policy, or practice of the employer that the employee reasonably believes is illegal, criminal, or fraudulent.

### **FMLA/NJFLA**

Federal and state law provide certain eligible employees with the ability to take job-protected leaves of absence. For example, the federal Family and Medical Leave Act (“FMLA”) allows employees who work for an employer with at least 50 employees and who have been employed for 12 months and worked at least 1250 hours in the past year to take up to 12 weeks of unpaid job-protected leave in a year.

### **NJ Paid Family Leave benefits & NJ Earned Sick leave**

The New Jersey Family Leave Act provides eligible employees with up to 12 weeks of unpaid job-protected leave in a 24-month period. In addition, New Jersey provides for limited paid family leave benefits to certain eligible employees.

### **Hypotheticals - Speaker: Damian Shammas, Esquire**

Directions on our web site – <http://ipd2.com>

**TO ASSURE PROPER POSTING, PLEASE ATTACH A COPY OF THIS APPLICATION WITH YOUR PAYMENT**

Mail Checks to: **Institute For Professional Development**  
P.O. Box 1468, Clifton, New Jersey 07015-1468 Telephone (973)-777-4200  
**PAYMENT OR PURCHASE ORDER DUE BY DAY OF SEMINAR P.O.# \_\_\_\_\_**

\_\_\_\_\_ I wish to register for the September 19, 2019 Employment Law Workshop

**FAX YOUR REGISTRATION FORM TO (973)-777-0401**

**Cancellation Policy – 48 Hours in advance of seminar, in writing \*\* During inclement Weather, Call the Day Before the Seminar\*\*  
\$125.00 per person - \$150.00 Registration at Door**

**NAME \_\_\_\_\_ TITLE \_\_\_\_\_**

**ADDRESS \_\_\_\_\_**

**Organization or Government Unit Telephone Number Fax Number**

#### CLAIMANTS CERTIFICATION & DECLARATION

I do solemnly declare and certify under the penalty of the law That the within bill is correct in all particulars, the articles Have been furnished or services rendered as stated herein, that no bonus has been given or received by any person or persons within knowledge of this claimant in connection with the above Claim and that the amount charged is a reasonable one.

*Michael J. Conti, Program Coordinator*

Just mail your check with this application form you do not need to send your Voucher for a separate signature since the presigned certification on the left can be attached to your Voucher in lieu of sending it to us for a signature. This form has been determined by DLGS to meet the requirement of the statutes for this type of expenditure.