

# Sidney L. Gold & Associates P.C.

Employment Lawyers

## March 2020 Firm Newsletter

### ***New and Updated New Jersey Employment Laws***

**Employment laws** in New Jersey are constantly being updated and new legislations are continually being passed. The **legal team** at **Sidney L. Gold & Associates, P.C.**, stay abreast of changes in the law that affect NJ residents. We will ensure your rights are protected in accordance with current employment laws. Following are some of the most recent employment laws and updates in New Jersey:



#### **New Jersey Mandates Severance Pay for Mass Layoffs**

New Jersey recently passed a law that will entitle workers to **severance** pay if they were affected by a mass layoff. This legislation focuses on businesses with more than 100 employees who have or are considering a mass layoff. This new law is scheduled to take effect in July 2020. Severance pay provided will be equal to one week's worth of pay for every year the worker was employed at the company. To learn more, **read our blog**.



#### **Proposed Law to Protect Independent Contractors**

A new proposed law aims to protect independent contractors from being denied basic work and life benefits. The legislation will offer worker protections to those who make a living as independent contractors. This law would change the way employers handle independent contractors and the benefits they should be lawfully receiving. **Read our blog** for more information.



#### **Hair Discrimination Bill or Crown Act Becomes Law in New Jersey**

New Jersey has recently become the third state to prohibit hair discrimination in the workplace. Governor Phil Murphy signed off on the Create a Respectful and Open Workplace for Natural Hair (CROWN) Act on

December 19, 2019. The law states that employees may not be discriminated against for their natural or chosen hair, including braids, dreadlocks, and certain racial hairstyles. The push for the approval of this law came after a South Jersey high school wrestler was urged to either cut his hair or forfeit the match. To learn more, click [here](#).

The new and updated employment laws will benefit workers in New Jersey and continue the improvement of employee rights. 2020 is on the right track to bringing more equality to the workplace and correctly budgeting funds to benefit all New Jersey residents. For more information about employment laws, read our blog.



### **Coronavirus and its Impact on the Workplace**

As the coronavirus COVID-19 continues to spread, employers are starting to worry about how the virus could affect their employees and their ability to work. Due to the amount of unexplained cases, American workers may soon be asked to stay home from work for protection against the virus. Many employers encourage employees to stay home from work if they feel ill. Many

hourly-wage employees may be tempted to come to work sick for the sake of a paycheck. It is likely that many companies will implement more generous sick leave policies for workers in the wake of this pandemic. For more tips on how to handle the coronavirus outbreak in the workplace, click [here](#).

If you were discriminated against or treated unfairly in the workplace, the employment lawyers at ***Sidney L. Gold & Associates, P.C.*** will ensure that your rights are protected. Our highly experienced and dedicated lawyers will fight to obtain the maximum compensation for your employment case. Call us today at **856-245-5737** or **215-569-1999** or complete our **online form** for a free consultation. Our offices are located in Pennsauken, New Jersey and Philadelphia and we serve clients throughout South Jersey, including Cherry Hill, Haddonfield, Marlton, Moorestown, and Mount Laurel, as well as Southeastern Pennsylvania and New York.

### **Sidney L. Gold & Associates**

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"The marvel of all history is the patience with which men and women submit to burdens unnecessarily laid upon them by their government."- William E. Borah



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