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SNAPSHOT: LABOR AND EMPLOYMENT ISSUES IN JERSEY

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The New Jersey legislature, state courts and administrative agencies charged with enforcing workplace laws continue to be highly protective of employee rights. Frequently, New Jersey law provides employees protections exceeding those available to employees under federal law. Recent court decisions have expanded employee rights in some areas, while making it more difficult for employees to prove retaliation claims and restricting awards of punitive damages. The New Jersey legislature continues to expand the employee protections under the NJLAD, making claims under the New Jersey law ever more attractive than federal statutory claims to potential plaintiffs.

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