

[Second Reprint]

**ASSEMBLY, No. 4429**

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**STATE OF NEW JERSEY**

**221st LEGISLATURE**

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INTRODUCED MAY 20, 2024

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**Assemblyman Miller, Assemblywoman Speight, Assemblyman Egan,**  
**Assemblywoman Drulis, Senators Moriarty, Tiver, Singleton, Diegnan and**  
**Greenstein**

**SYNOPSIS**

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

**CURRENT VERSION OF TEXT**

As reported by the Senate Budget and Appropriations Committee on June 9, 2025, with amendments.



(Sponsorship Updated As Of: 6/30/2025)

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:

7  
 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.

14  
 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 **<sup>1</sup>[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) <sup>2</sup>**[, a proposal to change legislation, and a proposal**  
 30 **to change a regulation<sup>1</sup>;]<sup>2</sup> and the 'employee's' 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)

34  
 35 <sup>1</sup>3. Section 2 of P.L.2006, c.53 (C.34:19-10) is amended to read as  
 36 follows:

37 2. <sup>2</sup>a.<sup>2</sup> No employer or employer's agent, representative or  
 38 designee may, except as provided in <sup>2</sup>subsection b. of this section or<sup>2</sup>  
 39 section 3 of **[this act]** P.L.2006, c.53 (C.34:19-11), require its  
 40 employees to attend an employer-sponsored meeting or participate in  
 41 any communications with the employer or its agents or representatives,  
 42 the purpose of which is to communicate the employer's opinion about  
 43 religious or political matters.

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:

<sup>1</sup>Assembly AAP committee amendments adopted October 24, 2024.

<sup>2</sup>Senate SBA committee amendments adopted June 9, 2025.

1        **【This act shall not be construed as prohibiting】** <sup>2</sup>b.<sup>2</sup> Nothing in  
2 P.L.2006, c.53 (C.34:19-9 et seq.):

3        (1) prohibits an employer from permitting its employees to  
4 voluntarily attend employer-sponsored meetings or providing other  
5 communications to the employees, if the employer notifies the  
6 employees that they may refuse to attend the meetings or accept the  
7 communications without penalty;

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

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

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

18       (5) prohibits an institution of higher education, or any agent,  
19 representative, or designee of the institution, from conducting  
20 mandatory meetings or participating in any communications with its  
21 employees concerning any coursework, symposia, research,  
22 publication, or an academic program at the institution;

23       (6) prohibits, where lawful, a candidate, candidate committee,  
24 joint candidates committee, political committee, continuing political  
25 committee, independent expenditure committee, political party  
26 committee or legislative leadership committee, lobbyist as defined in  
27 section 3 of P.L.1971, c.183 (C.52:13C-20), or a not-for-profit  
28 organization that is exempt from taxation under section 501(c)(3),  
29 501(c)(4), 501(c)(5), or 501(c)(6) of the Internal Revenue Code (26  
30 U.S.C. 501(c)(3) to 501(c)(6)), from requiring its staff or employees to  
31 attend an employer-sponsored meeting or participate in any  
32 communication with the employer or the employer's agent,  
33 representative or designee for the purpose of communicating  
34 **<sup>2</sup>【political】** electioneering<sup>2</sup> matters;

35       (7) prohibits the State and any political subdivision or other  
36 instrumentality of the State from requiring their employees to attend an  
37 employer-sponsored meeting or participate in any communication with  
38 the employer or the employer's agent, representative, or designee for  
39 the purpose of communicating the employer's proposals to change  
40 legislation, proposals to change regulations, or proposals to change  
41 public policy; or

42       (8) prohibits a religious organization from requiring its employees  
43 to attend an employer-sponsored meeting or participate in any  
44 communication with the employer or the employer's agent,  
45 representative or designee for the purpose of communicating the  
46 employer's religious beliefs, practices, or tenets.<sup>1</sup>

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

1       <sup>2</sup>4. Section 4 of P.L.2006, c.53 (C.34:19-12) is amended to read as  
2 follows:

3       4. No employer or employer's agent, representative or designee  
4 shall discharge, discipline or otherwise penalize or threaten to  
5 discharge, discipline or otherwise penalize any employee because;

6       (1) the employee, or a person acting on behalf of the employee,  
7 makes a good faith report, verbally or in writing, of a violation or  
8 suspected violation of **【this act】** P.L.2006, c.53 (C.34:19-9 et seq.); or

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

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

13

14       <sup>1</sup>**【3.】** <sup>2</sup>**【4.1】** <sup>5.2</sup> Section 5 of P.L.2006, c.53 (C.34:19-13) is  
15 amended to read as follows:

16       5. Any aggrieved employee may enforce the provisions of **【this**  
17 **act】** P.L.2006, c.53 (C.34:19-9 et seq.) by means of a civil action  
18 brought no later than ninety days after the date of the alleged  
19 violation in **【a court of competent jurisdiction】** Superior Court.  
20 The court shall award a prevailing employee all appropriate relief,  
21 including any of the following which are applicable to the violation:

22       a. **【A】** Injunctive relief, including but not limited to a  
23 restraining order against any continuing violation;

24       b. The reinstatement of the employee to the employee's former  
25 position or an equivalent position and the reestablishment of any  
26 employee benefits and seniority rights;

27       c. The payment of any lost wages, benefits or other  
28 remuneration; **【and】**

29       d. The payment of reasonable attorneys' fees and costs of the  
30 action; and

31       e. Other appropriate relief as considered necessary by the  
32 court.

33       In addition, the court may award the prevailing employee  
34 punitive damages not greater than treble damages, or an assessment  
35 of a civil fine of not more than \$1,000 for a first violation of **【the**  
36 **act】** P.L.2006, c.53 (C.34:19-9 et seq.) and not more than \$5,000  
37 for each subsequent violation, which shall be paid to the State  
38 Treasurer for deposit in the General Fund.

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

40

41       <sup>1</sup>**【4.】** <sup>2</sup>**【5.1】** <sup>6.2</sup> (New section) An employer subject to  
42 P.L. , c. (C. ) (pending before the Legislature as this bill)  
43 shall post a notice of employee rights under P.L. , c. (C. )  
44 (pending before the Legislature as this bill) in a conspicuous place  
45 reserved for employment-related notices and in a place commonly  
46 frequented by employees.

1       <sup>2</sup>7. (New section) The provisions of P.L.2006, c.53 (C.34:19-9 et  
2       seq.) are severable. If any provision of P.L.2006, c.53 (C.34:19-9 et  
3       seq.) or its application is held invalid, that invalidity shall not affect  
4       other provisions or applications that can be given effect without the  
5       invalid provision or application.<sup>2</sup>

6  
7       <sup>1</sup>[5.] <sup>2</sup>[6.<sup>1</sup>] 8.<sup>2</sup> This act shall take effect on the 90th day after  
8       enactment.