



TOPIC: NJ Mandatory Reporting Requirements For Employment Separations



LEGAL DEVELOPMENT: NJ employers, out-of-state employers with NJ employees, and PEOs are now required to electronically report employee separations to the New Jersey Division of Unemployment Insurance. Key points:

- Employers must complete this reporting within seven days of the separation.
- Employers must also report voluntary resignations, not just terminations.
- Reporting must be completed via the State's portal. There are separate portals for in-state and out-of-state employers and PEOs.
- Information on accessing the portals can be found here:

<https://www.nj.gov/labor/myunemployment/employers/eadjudication/>



HR TIP: HR should familiarize itself with the State's portal and, importantly, make sure there are no hiccups to accessing the State's site. To ensure employer compliance, HR must now add portal reporting to the separation checklist. Remember, half the battle of compliance is staying up to date with New Jersey's laws.



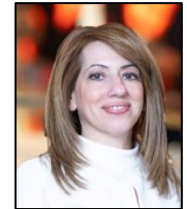
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ABOUT ME

I work with HR and legal on the types of workplace issues that make you do a double take. I've been counseling employers and tackling their employment issues for two decades and going strong. I'm a Partner at Genova Burns and Chair of the Human Resources, Law and Compliance Practice Group.



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