

A MESSAGE FROM THE NEW JERSEY WORK ENVIRONMENT COUNCIL:

Speak Out About Workplace and Environmental Hazards!



You have a right to speak out about your safety and health on the job, environmental protection, public health and welfare, and illegal practices by your employer. You also have a right – in certain cases – to refuse to participate in unsafe, environmentally damaging, and illegal practices by your employer. If your employer retaliates against you for what you believe is legally protected activity, promptly contact your union. If you don't have a union, consult an attorney.

New Jersey's *Conscientious Employees Protection Act (CEPA)* and other laws **can help** protect you from employer retaliation. Employers must conspicuously post a notice of employee rights under CEPA in English and Spanish. To obtain a CEPA notice go to: [www.state.nj.us/labor/AD-270\(11X17\).pdf](http://www.state.nj.us/labor/AD-270(11X17).pdf). Employers with 10 or more employees must also provide a notice in English and Spanish to each employee annually.



The NJ Work Environment Council (WEC) is an alliance of labor, community, and environmental organizations working together for safe, secure jobs, and a healthy, sustainable environment. WEC links workers, communities, and environmentalists through training, technical assistance, grassroots organizing, and public policy campaigns to promote dialogue, collaboration, and joint action.

For more information go to www.njwec.org or call (609) 695-7100.