

**CERTIFICATION OF OFFICIAL TEXT  
AND  
LIST OF VALID PAGES**

**Title 12—Department of Labor**

**Supplement May 3, 1999**

I, Barbara A. Harned, Director and Chief Administrative Law Judge of the Office of Administrative Law, pursuant to the authority of N.J.S.A. 52:14B-7, do hereby supplement Title 12, Department of Labor, of the New Jersey Administrative Code. The pages issued with this Supplement contain the text of all rule changes adopted and filed with the Office of Administrative Law and published in the New Jersey Register as of the date of this supplement.

The list of “Valid Title 12 Pages” following provides a means of determining whether this title contains the proper pages. Every page in Title 12, along with the page’s current supplement date, is listed. A page is valid if the page number and supplement date on the list match the page number and “Supp.” date at the bottom of the appropriate page.

**VALID TITLE 12 PAGES  
(Current through May 3, 1999)**

Page Number	Supp. Date	Page Number	Supp. Date	Page Number	Supp. Date		
i	1-19-99	15-7	11-16-98	17-17	6-1-98		
ii	1-19-99	15-8	11-16-98	17-18	6-1-98		
iii	6-17-96	<b>Chapter 16</b>				17-19	6-1-98
iv	6-17-96	16-1	5-19-97	17-20	6-1-98		
v	9-8-98	16-2	5-19-97	17-21	6-1-98		
vi	9-8-98	16-3	9-15-97	17-22	6-1-98		
vii	9-8-98	16-4	9-15-97	17-23	6-1-98		
BLANK	9-8-98	16-5	9-21-98	17-24	6-1-98		
ix	5-3-99	16-6	9-21-98	17-25	4-5-99		
x	5-3-99	16-7	9-21-98	17-26	4-5-99		
xi	5-3-99	16-8	9-21-98	17-27	4-5-99		
xii	5-3-99	16-8.1	9-21-98	17-28	4-5-99		
xiii	5-3-99	BLANK	9-21-98	<b>Chapter 18</b>			
BLANK	5-3-99	16-9	5-20-96	18-1	4-6-98		
<b>Chapter 1</b>		16-10	5-20-96	18-2	4-6-98		
1-1	9-15-97	16-11	5-20-96	18-3	7-6-98		
1-2	9-15-97	16-12	5-20-96	18-4	7-6-98		
<b>Chapter 2</b>		16-13	5-20-96	18-4.1	7-6-98		
2-1	9-15-97	16-14	5-20-96	BLANK	7-6-98		
BLANK	9-15-97	16-15	5-19-97	18-5	4-6-98		
<b>Chapter 3</b>		16-16	5-19-97	18-6	4-6-98		
3-1	11-16-98	16-16.1	5-19-97	18-7	4-6-98		
3-2	11-16-98	BLANK	5-19-97	18-8	4-6-98		
3-3	11-16-98	16-17	5-20-96	18-9	4-6-98		
BLANK	11-16-98	16-18	5-20-96	18-10	4-6-98		
<b>Chapter 4</b>		16-19	8-4-97	18-11	4-6-98		
4-1	5-15-95	16-20	8-4-97	18-12	4-6-98		
BLANK	5-15-95	16-21	8-4-97	18-13	4-6-98		
<b>Chapter 5</b>		16-22	8-4-97	18-14	4-6-98		
5-1	10-5-98	16-23	8-4-97	18-14.1	4-6-98		
5-2	10-5-98	16-24	8-4-97	BLANK	4-6-98		
<b>Chapter 6</b>		<b>Chapter 16A</b>		18-15	5-15-95		
6-1	9-21-98	16A-1	5-15-95	18-16	5-15-95		
6-2	9-21-98	BLANK	5-15-95	18-17	5-15-95		
<b>Chapter 7</b>		<b>Chapter 17</b>		BLANK	5-15-95		
7-1	5-15-95	17-1	4-5-99	<b>Chapter 19</b>			
7-2	5-15-95	17-2	4-5-99	19-1	7-3-95		
7-3	5-15-95	17-2.1	4-5-99	19-2	7-3-95		
BLANK	5-15-95	BLANK	4-5-99	19-3	7-3-95		
<b>Chapters 8 through 10</b>		17-3	6-1-98	19-4	7-3-95		
8-1	5-15-95	17-4	6-1-98	<b>Chapter 20</b>			
BLANK	5-15-95	17-5	6-1-98	20-1	5-15-95		
<b>Chapter 11</b>		17-6	6-1-98	20-2	5-15-95		
11-1	5-15-95	17-7	7-6-98	20-3	5-15-95		
11-2	5-15-95	17-8	7-6-98	20-4	5-15-95		
11-3	5-15-95	17-8.1	7-6-98	20-5	5-15-95		
11-4	5-15-95	BLANK	7-6-98	20-6	5-15-95		
<b>Chapters 12 through 14</b>		17-9	6-1-98	20-7	5-15-95		
12-1	5-15-95	17-10	6-1-98	20-8	5-15-95		
BLANK	5-15-95	17-11	6-1-98	20-9	5-15-95		
<b>Chapter 15</b>		17-12	6-1-98	20-10	5-15-95		
15-1	12-7-98	17-13	3-1-99	20-11	5-15-95		
15-2	12-7-98	17-14	3-1-99	BLANK	5-15-95		
15-3	11-16-98	17-15	3-1-99	<b>Chapter 21</b>			
15-4	11-16-98	17-16	3-1-99	21-1	5-15-95		
15-5	11-16-98	17-16.1	3-1-99	BLANK	5-15-95		
15-6	11-16-98	BLANK	3-1-99				

<b>Page Number</b>	<b>Supp. Date</b>	<b>Page Number</b>	<b>Supp. Date</b>	<b>Page Number</b>	<b>Supp. Date</b>
<b>Chapter 22</b>					
22-1	5-15-95	45-4	1-5-98	56-2	8-3-98
BLANK	5-15-95	45-5	1-5-98	56-2.1	8-3-98
<b>Chapter 23</b>		45-6	1-5-98	BLANK	8-3-98
23-1	5-3-99	45-7	1-20-98	56-3	11-20-95
23-2	5-3-99	45-8	1-20-98	56-4	11-20-95
23-3	5-3-99	45-9	1-20-98	56-5	11-20-95
23-4	5-3-99	45-10	1-20-98	56-6	11-20-95
23-4.1	5-3-99	45-11	12-7-98	56-7	1-20-98
BLANK	5-3-99	45-12	12-7-98	56-8	1-20-98
23-5	8-3-98	45-13	12-7-98	56-9	11-16-98
23-6	8-3-98	45-14	12-7-98	56-10	11-16-98
23-7	5-3-99	45-14.1	12-7-98	56-10.1	11-16-98
23-8	5-3-99	BLANK	12-7-98	BLANK	11-16-98
23-9	11-3-97	45-15	6-17-96	56-11	11-20-95
23-10	11-3-97	45-16	6-17-96	56-12	11-20-95
23-11	1-5-98	<b>Chapter 46</b>		56-13	11-20-95
23-12	1-5-98	46-1	5-15-95	56-14	11-20-95
23-13	5-3-99	BLANK	5-15-95	56-15	11-20-95
23-14	5-3-99	<b>Chapter 47</b>		56-16	11-20-95
23-15	5-3-99	47-1	5-15-95	56-17	8-3-98
23-16	5-3-99	BLANK	5-15-95	56-18	8-3-98
23-17	5-3-99	<b>Chapter 48</b>		<b>Chapter 57</b>	
23-18	5-3-99	48-1	5-15-95	57-1	9-2-97
<b>Chapters 24 through 34</b>		BLANK	5-15-95	57-2	9-2-97
24-1	5-15-95	<b>Chapter 49</b>		57-2.1	9-2-97
BLANK	5-15-95	49-1	5-15-95	BLANK	9-2-97
<b>Chapter 35</b>		BLANK	5-15-95	57-3	10-16-95
35-1	1-20-98	<b>Chapter 50</b>		57-4	10-16-95
35-2	1-20-98	50-1	5-15-95	57-5	9-2-97
35-3	1-20-98	BLANK	5-15-95	57-6	9-2-97
35-4	1-20-98	<b>Chapter 51</b>		57-7	9-2-97
<b>Chapter 36</b>		51-1	12-16-96	BLANK	9-2-97
36-1	5-15-95	51-2	12-16-96	<b>Chapter 58</b>	
BLANK	5-15-95	51-3	2-3-97	58-1	10-16-95
<b>Chapter 37</b>		51-4	2-3-97	58-2	10-16-95
37-1	5-15-95	51-5	12-16-96	58-3	10-16-95
37-2	5-15-95	51-6	12-16-96	58-4	10-16-95
37-3	5-15-95	51-7	2-3-97	58-5	1-6-97
37-4	5-15-95	51-8	2-3-97	58-6	1-6-97
37-5	5-15-95	51-9	12-16-96	58-6.1	1-6-97
37-6	5-15-95	51-10	12-16-96	BLANK	1-6-97
<b>Chapter 38</b>		51-11	12-16-96	58-7	10-16-95
38-1	5-15-95	51-12	12-16-96	58-8	10-16-95
38-2	5-15-95	51-13	12-16-96	<b>Chapter 59</b>	
38-3	5-15-95	51-14	12-16-96	59-1	9-2-97
38-4	5-15-95	51-15	12-16-96	59-2	9-2-97
<b>Chapter 39</b>		51-16	12-16-96	59-3	9-2-97
39-1	5-15-95	51-17	12-16-96	BLANK	9-2-97
BLANK	5-15-95	51-18	12-16-96	<b>Chapter 60</b>	
<b>Chapter 40</b>		51-19	2-3-97	60-1	4-6-98
40-1	5-15-95	51-20	2-3-97	60-2	4-6-98
BLANK	5-15-95	51-21	12-16-96	60-2.1	4-6-98
<b>Chapter 41</b>		51-22	12-16-96	BLANK	4-6-98
41-1	1-19-99	51-23	2-3-97	60-3	3-18-96
41-2	1-19-99	51-24	2-3-97	60-4	3-18-96
41-3	1-5-98	51-25	12-16-96	60-5	3-18-96
41-4	1-5-98	BLANK	12-16-96	60-6	3-18-96
41-5	1-5-98	<b>Chapters 52 through 54</b>		60-7	3-18-96
41-6	1-5-98	52-1	5-15-95	60-8	3-18-96
41-7	1-5-98	BLANK	5-15-95	60-9	4-6-98
BLANK	1-5-98	<b>Chapter 55</b>		60-10	4-6-98
<b>Chapters 42 through 44</b>		55-1	8-3-98	60-10.1	12-7-98
42-1	5-15-95	55-2	8-3-98	60-10.2	12-7-98
BLANK	5-15-95	55-3	8-3-98	60-11	12-7-98
<b>Chapter 45</b>		55-4	8-3-98	60-12	12-7-98
45-1	12-7-98	55-5	8-3-98	60-13	12-7-98
45-2	12-7-98	BLANK	8-3-98	BLANK	12-7-98
45-3	1-5-98	<b>Chapter 56</b>		<b>Chapter 61</b>	
		56-1	8-3-98	61-1	12-2-96

<b>Page Number</b>	<b>Supp. Date</b>	<b>Page Number</b>	<b>Supp. Date</b>	<b>Page Number</b>	<b>Supp. Date</b>
61-2	12-2-96	110-18	1-5-98	<b>Chapter 145</b>	
<b>Chapters 62 through 89</b>		110-19	1-5-98	145-1	5-15-95
62-1	5-15-95	110-20	1-5-98	BLANK	5-15-95
BLANK	5-15-95	<b>Chapter 111</b>		<b>Chapter 146</b>	
<b>Chapter 90</b>		111-1	5-15-95	146-1	5-15-95
90-1	9-8-98	BLANK	5-15-95	BLANK	5-15-95
BLANK	9-8-98	<b>Chapter 112</b>		<b>Chapter 147</b>	
<b>Chapters 91 through 99</b>		112-1	9-8-98	147-1	5-15-95
91-1	5-15-95	112-2	9-8-98	BLANK	5-15-95
BLANK	5-15-95	112-3	9-8-98	<b>Chapter 148</b>	
<b>Chapter 100</b>		112-4	9-8-98	148-1	5-15-95
100-1	12-7-98	112-5	9-8-98	BLANK	5-15-95
100-2	12-7-98	112-6	9-8-98	<b>Chapters 149 through 159</b>	
100-3	12-7-98	112-7	9-8-98	149-1	5-15-95
100-4	12-7-98	112-8	9-8-98	BLANK	5-15-95
100-5	12-7-98	<b>Chapters 113 through 114</b>		<b>Chapter 160</b>	
100-6	12-7-98	113-1	5-15-95	160-1	5-15-95
100-7	12-7-98	BLANK	5-15-95	BLANK	5-15-95
100-8	12-7-98	<b>Chapter 115</b>		<b>Chapter 161</b>	
100-9	12-7-98	115-1	5-15-95	161-1	5-15-95
100-10	12-7-98	BLANK	5-15-95	BLANK	5-15-95
100-11	12-7-98	<b>Chapters 116 through 119</b>		<b>Chapter 162</b>	
100-12	12-7-98	116-1	5-15-95	162-1	5-15-95
100-13	12-7-98	BLANK	5-15-95	BLANK	5-15-95
100-14	12-7-98	<b>Chapter 120</b>		<b>Chapters 163 through 169</b>	
100-15	12-7-98	120-1	9-8-98	163-1	5-15-95
100-16	12-7-98	BLANK	9-8-98	BLANK	5-15-95
<b>Chapter 101</b>		<b>Chapter 121</b>		<b>Chapter 170</b>	
101-1	5-15-95	121-1	5-15-95	170-1	5-15-95
BLANK	5-15-95	BLANK	5-15-95	BLANK	5-15-95
<b>Chapter 102</b>		<b>Chapter 122</b>		<b>Chapter 171</b>	
102-1	5-15-95	122-1	5-15-95	171-1	5-15-95
102-2	5-15-95	BLANK	5-15-95	BLANK	5-15-95
102-3	5-15-95	<b>Chapters 123 through 129</b>		<b>Chapter 172</b>	
BLANK	5-15-95	123-1	5-15-95	172-1	5-15-95
<b>Chapters 103 through 104</b>		BLANK	5-15-95	BLANK	5-15-95
103-1	5-15-95	<b>Chapter 130</b>		<b>Chapter 173</b>	
BLANK	5-15-95	130-1	5-15-95	173-1	5-15-95
<b>Chapter 105</b>		BLANK	5-15-95	BLANK	5-15-95
105-1	2-20-96	<b>Chapter 131</b>		<b>Chapter 174</b>	
105-2	2-20-96	131-1	5-15-95	174-1	5-15-95
105-3	2-20-96	BLANK	5-15-95	BLANK	5-15-95
105-4	2-20-96	<b>Chapter 132</b>		<b>Chapter 175</b>	
105-5	8-18-97	132-1	5-15-95	175-1	9-8-98
BLANK	8-18-97	BLANK	5-15-95	BLANK	9-8-98
<b>Chapter 106</b>		<b>Chapter 133</b>		<b>Chapters 176 through 179</b>	
106-1	5-15-95	133-1	5-15-95	176-1	5-15-95
106-2	5-15-95	BLANK	5-15-95	BLANK	5-15-95
<b>Chapters 107 through 109</b>		<b>Chapter 134</b>		<b>Chapter 180</b>	
107-1	5-15-95	134-1	5-15-95	180-1	5-15-95
BLANK	5-15-95	BLANK	5-15-95	BLANK	5-15-95
<b>Chapter 110</b>		<b>Chapters 135 through 139</b>		<b>Chapters 181 through 184</b>	
110-1	1-5-98	135-1	5-15-95	181-1	5-15-95
110-2	1-5-98	BLANK	5-15-95	BLANK	5-15-95
110-3	1-5-98	<b>Chapter 140</b>		<b>Chapter 185</b>	
110-4	1-5-98	140-1	5-15-95	185-1	5-15-95
110-5	1-5-98	BLANK	5-15-95	185-2	5-15-95
110-6	1-5-98	<b>Chapter 141</b>		185-3	5-15-95
110-7	1-5-98	141-1	5-15-95	185-4	5-15-95
110-8	1-5-98	BLANK	5-15-95	185-5	5-15-95
110-9	1-5-98	<b>Chapter 142</b>		185-6	5-15-95
110-10	1-5-98	142-1	5-15-95	185-7	5-15-95
110-11	1-5-98	BLANK	5-15-95	185-8	5-15-95
110-12	1-5-98	<b>Chapter 143</b>		185-9	5-15-95
110-13	1-5-98	143-1	5-15-95	185-10	5-15-95
110-14	1-5-98	BLANK	5-15-95	185-11	5-15-95
110-15	1-5-98	<b>Chapter 144</b>		185-12	5-15-95
110-16	1-5-98	144-1	5-15-95	185-13	5-15-95
110-17	1-5-98	BLANK	5-15-95	185-14	5-15-95

Page Number	Supp. Date	Page Number	Supp. Date	Page Number	Supp. Date
185-15	5-15-95	BLANK	5-15-95	235-14.6	2-16-99
185-16	5-15-95	<b>Chapter 194</b>		235-15	2-16-99
185-17	5-15-95	194-1	11-3-97	235-16	2-16-99
185-18	5-15-95	194-2	11-3-97	235-17	2-16-99
185-19	5-15-95	194-3	11-3-97	235-18	2-16-99
185-20	5-15-95	BLANK	11-3-97	235-19	4-15-96
185-21	5-15-95	<b>Chapter 195</b>		235-20	4-15-96
185-22	5-15-95	195-1	9-8-98	235-21	8-4-97
185-23	5-15-95	BLANK	9-8-98	235-22	8-4-97
185-24	5-15-95	<b>Chapter 196</b>		235-22.1	3-2-98
<b>Chapter 186</b>		196-1	3-17-97	235-22.2	3-2-98
186-1	3-17-97	196-2	3-17-97	235-23	12-7-98
186-2	3-17-97	196-3	3-17-97	235-24	12-7-98
186-3	3-17-97	196-4	3-17-97	235-25	12-7-98
BLANK	3-17-97	<b>Chapters 197 through 199</b>		235-26	12-7-98
<b>Chapters 187 through 189</b>		197-1	5-15-95	235-27	12-7-98
187-1	3-17-97	BLANK	5-15-95	BLANK	12-7-98
BLANK	3-17-97	<b>Chapter 200</b>		235-29	3-3-97
<b>Chapter 190</b>		200-1	9-8-98	235-30	3-3-97
190-1	3-2-98	BLANK	9-8-98	235-31	12-7-98
190-2	3-2-98	<b>Chapters 201 through 204</b>		BLANK	12-7-98
190-3	3-2-98	201-1	5-15-95	<b>Index</b>	
190-4	3-2-98	BLANK	5-15-95	I-1	12-7-98
190-5	3-2-98	<b>Chapter 205</b>		I-2	12-7-98
190-6	3-2-98	205-1	5-15-95	I-3	12-7-98
190-7	3-2-98	205-2	5-15-95	I-4	12-7-98
190-8	3-2-98	205-3	5-15-95	I-5	12-7-98
190-9	3-2-98	205-4	5-15-95	I-6	12-7-98
190-10	3-2-98	<b>Chapters 206 through 209</b>		I-7	12-7-98
190-11	3-2-98	206-1	5-15-95	I-8	12-7-98
190-12	3-2-98	BLANK	5-15-95	I-9	12-7-98
190-13	3-2-98	<b>Chapter 210</b>		I-10	12-7-98
190-14	3-2-98	210-1	12-2-96	I-11	12-7-98
190-15	3-2-98	210-2	12-2-96	I-12	12-7-98
190-16	3-2-98	210-3	12-2-96	I-13	12-7-98
190-17	3-2-98	210-4	12-2-96	I-14	12-7-98
190-18	3-2-98	210-4.1	12-2-96	I-15	12-7-98
190-18.1	3-2-98	BLANK	12-2-96	I-16	12-7-98
BLANK	3-2-98	210-5	8-19-96	I-17	12-7-98
190-19	2-18-97	BLANK	8-19-96	I-18	12-7-98
190-20	2-18-97	<b>Chapters 211 through 234</b>		I-19	4-5-99
190-21	2-18-97	211-1	5-15-95	I-20	4-5-99
190-22	2-18-97	BLANK	5-15-95	I-20.1	4-5-99
190-23	3-2-98	<b>Chapter 235</b>		BLANK	4-5-99
190-24	3-2-98	235-1	2-16-99	I-21	4-5-99
190-25	3-2-98	235-2	2-16-99	I-22	4-5-99
190-26	3-2-98	235-3	2-16-99	I-22.1	4-5-99
190-27	3-2-98	235-4	2-16-99	BLANK	4-5-99
190-28	3-2-98	235-4.1	2-16-99	I-23	12-7-98
190-29	3-2-98	BLANK	2-16-99	BLANK	12-7-98
190-30	3-2-98	235-5	3-3-97	<b>Definitions</b>	
190-31	3-2-98	235-6	3-3-97	D-1	4-5-99
190-32	3-2-98	235-7	3-3-97	D-2	4-5-99
190-33	3-2-98	235-8	3-3-97	D-3	4-5-99
190-34	3-2-98	235-9	3-3-97	D-4	4-5-99
190-35	3-2-98	235-10	3-3-97	D-5	4-5-99
190-36	3-2-98	235-11	2-16-99	D-6	4-5-99
190-37	3-2-98	235-12	2-16-99	D-7	4-5-99
190-38	3-2-98	235-12.1	2-16-99	D-8	4-5-99
190-39	3-2-98	BLANK	2-16-99	D-9	4-5-99
190-40	3-2-98	235-13	7-6-98	D-10	4-5-99
190-41	3-2-98	235-14	7-6-98	<b>Tables</b>	
190-42	3-2-98	235-14.1	2-16-99	T1-1	5-3-99
190-43	3-2-98	235-14.2	2-16-99	T1-2	5-3-99
BLANK	3-2-98	235-14.3	2-16-99	T2-1	5-3-99
<b>Chapters 191 through 193</b>		235-14.4	2-16-99	T2-2	5-3-99
191-1	5-15-95	235-14.5	2-16-99		