

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

**Title 12—Department of Labor**

**Supplement March 16, 1998**

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 March 16, 1998)**

Page Number	Supp. Date	Page Number	Supp. Date	Page Number	Supp. Date
i	1-5-98	15-6	2-2-98	BLANK	2-2-98
ii	1-5-98	15-7	2-2-98	18-3	3-17-97
iii	6-17-96	BLANK	2-2-98	18-4	3-17-97
iv	6-17-96	<b>Chapter 16</b>		18-4.1	3-17-97
v	1-5-98	16-1	5-19-97	BLANK	3-17-97
vi	1-5-98	16-2	5-19-97	18-5	5-15-95
vii	1-5-98	16-3	9-15-97	18-6	5-15-95
BLANK	1-5-98	16-4	9-15-97	18-7	5-15-95
ix	3-16-98	16-5	9-15-97	18-8	5-15-95
x	3-16-98	16-6	9-15-97	18-9	5-15-95
xi	3-16-98	16-7	3-16-98	18-10	5-15-95
xii	3-16-98	16-8	3-16-98	18-11	3-17-97
xiii	3-16-98	16-9	5-20-96	18-12	3-17-97
xiv	3-16-98	16-10	5-20-96	18-12.1	3-17-97
<b>Chapter 1</b>		16-11	5-20-96	BLANK	3-17-97
1-1	9-15-97	16-12	5-20-96	18-13	5-15-95
1-2	9-15-97	16-13	5-20-96	18-14	5-15-95
<b>Chapter 2</b>		16-14	5-20-96	18-15	5-15-95
2-1	9-15-97	16-15	5-19-97	18-16	5-15-95
BLANK	9-15-97	16-16	5-19-97	18-17	5-15-95
<b>Chapter 3</b>		16-16.1	5-19-97	BLANK	5-15-95
3-1	8-19-96	BLANK	5-19-97	<b>Chapter 19</b>	
3-2	8-19-96	16-17	5-20-96	19-1	7-3-95
3-3	5-15-95	16-18	5-20-96	19-2	7-3-95
BLANK	5-15-95	16-19	8-4-97	19-3	7-3-95
<b>Chapter 4</b>		16-20	8-4-97	19-4	7-3-95
4-1	5-15-95	16-21	8-4-97	<b>Chapter 20</b>	
BLANK	5-15-95	16-22	8-4-97	20-1	5-15-95
<b>Chapter 5</b>		16-23	8-4-97	20-2	5-15-95
5-1	9-16-96	16-24	8-4-97	20-3	5-15-95
5-2	9-16-96	<b>Chapter 16A</b>		20-4	5-15-95
<b>Chapter 6</b>		16A-1	5-15-95	20-5	5-15-95
6-1	5-15-95	BLANK	5-15-95	20-6	5-15-95
BLANK	5-15-95	<b>Chapter 17</b>		20-7	5-15-95
<b>Chapter 7</b>		17-1	2-20-96	20-8	5-15-95
7-1	5-15-95	17-2	2-20-96	20-9	5-15-95
7-2	5-15-95	17-3	3-16-98	20-10	5-15-95
7-3	5-15-95	17-4	3-16-98	20-11	5-15-95
BLANK	5-15-95	17-4.1	3-16-98	BLANK	5-15-95
<b>Chapters 8 through 10</b>		BLANK	3-16-98	<b>Chapter 21</b>	
8-1	5-15-95	17-5	1-20-98	21-1	5-15-95
BLANK	5-15-95	17-6	1-20-98	BLANK	5-15-95
<b>Chapter 11</b>		17-6.1	1-20-98	<b>Chapter 22</b>	
11-1	5-15-95	BLANK	1-20-98	22-1	5-15-95
11-2	5-15-95	17-7	2-20-96	BLANK	5-15-95
11-3	5-15-95	17-8	2-20-96	<b>Chapter 23</b>	
11-4	5-15-95	17-9	6-16-97	23-1	11-3-97
<b>Chapters 12 through 14</b>		17-10	6-16-97	23-2	11-3-97
12-1	5-15-95	17-11	6-16-97	23-3	11-3-97
BLANK	5-15-95	17-12	6-16-97	23-4	11-3-97
<b>Chapter 15</b>		17-13	6-16-97	23-5	11-3-97
15-1	2-2-98	17-14	6-16-97	23-6	11-3-97
15-2	2-2-98	<b>Chapter 18</b>		23-7	11-3-97
15-3	2-2-98	18-1	2-2-98	23-8	11-3-97
15-4	2-2-98	18-2	2-2-98	23-9	11-3-97
15-5	2-2-98	18-2.1	2-2-98	23-10	11-3-97

Page Number	Supp. Date	Page Number	Supp. Date	Page Number	Supp. Date
23-11	1-5-98	BLANK	5-15-95	56-16	11-20-95
23-12	1-5-98	<b>Chapter 47</b>		56-17	8-19-96
23-13	11-3-97	47-1	5-15-95	56-18	8-19-96
23-14	11-3-97	BLANK	5-15-95	<b>Chapter 57</b>	
23-15	11-3-97	<b>Chapter 48</b>		57-1	9-2-97
23-16	11-3-97	48-1	5-15-95	57-2	9-2-97
<b>Chapters 24 through 34</b>		BLANK	5-15-95	57-2.1	9-2-97
24-1	5-15-95	<b>Chapter 49</b>		BLANK	9-2-97
BLANK	5-15-95	49-1	5-15-95	57-3	10-16-95
<b>Chapter 35</b>		BLANK	5-15-95	57-4	10-16-95
35-1	1-20-98	<b>Chapter 50</b>		57-5	9-2-97
35-2	1-20-98	50-1	5-15-95	57-6	9-2-97
35-3	1-20-98	BLANK	5-15-95	57-7	9-2-97
35-4	1-20-98	<b>Chapter 51</b>		BLANK	9-2-97
<b>Chapter 36</b>		51-1	12-16-96	<b>Chapter 58</b>	
36-1	5-15-95	51-2	12-16-96	58-1	10-16-95
BLANK	5-15-95	51-3	2-3-97	58-2	10-16-95
<b>Chapter 37</b>		51-4	2-3-97	58-3	10-16-95
37-1	5-15-95	51-5	12-16-96	58-4	10-16-95
37-2	5-15-95	51-6	12-16-96	58-5	1-6-97
37-3	5-15-95	51-7	2-3-97	58-6	1-6-97
37-4	5-15-95	51-8	2-3-97	58-6.1	1-6-97
37-5	5-15-95	51-9	12-16-96	BLANK	1-6-97
37-6	5-15-95	51-10	12-16-96	58-7	10-16-95
<b>Chapter 38</b>		51-11	12-16-96	58-8	10-16-95
38-1	5-15-95	51-12	12-16-96	<b>Chapter 59</b>	
38-2	5-15-95	51-13	12-16-96	59-1	9-2-97
38-3	5-15-95	51-14	12-16-96	59-2	9-2-97
38-4	5-15-95	51-15	12-16-96	59-3	9-2-97
<b>Chapter 39</b>		51-16	12-16-96	BLANK	9-2-97
39-1	5-15-95	51-17	12-16-96	<b>Chapter 60</b>	
BLANK	5-15-95	51-18	12-16-96	60-1	3-18-96
<b>Chapter 40</b>		51-19	2-3-97	60-2	3-18-96
40-1	5-15-95	51-20	2-3-97	60-3	3-18-96
BLANK	5-15-95	51-21	12-16-96	60-4	3-18-96
<b>Chapter 41</b>		51-22	12-16-96	60-5	3-18-96
41-1	1-5-98	51-23	2-3-97	60-6	3-18-96
41-2	1-5-98	51-24	2-3-97	60-7	3-18-96
41-3	1-5-98	51-25	12-16-96	60-8	3-18-96
41-4	1-5-98	BLANK	12-16-96	60-9	3-18-96
41-5	1-5-98	<b>Chapters 52 through 54</b>		60-10	3-18-96
41-6	1-5-98	52-1	5-15-95	60-11	8-19-96
41-7	1-5-98	BLANK	5-15-95	60-12	8-19-96
BLANK	1-5-98	<b>Chapter 55</b>		60-12.1	1-5-98
<b>Chapters 42 through 44</b>		55-1	12-2-96	60-12.2	1-5-98
42-1	5-15-95	55-2	12-2-96	60-13	1-5-98
BLANK	5-15-95	55-3	11-3-97	BLANK	1-5-98
<b>Chapter 45</b>		55-4	11-3-97	<b>Chapter 61</b>	
45-1	1-5-98	<b>Chapter 56</b>		61-1	12-2-96
45-2	1-5-98	56-1	8-19-96	61-2	12-2-96
45-3	1-5-98	56-2	8-19-96	<b>Chapters 62 through 89</b>	
45-4	1-5-98	56-2.1	8-19-96	62-1	5-15-95
45-5	1-5-98	BLANK	8-19-96	BLANK	5-15-95
45-6	1-5-98	56-3	11-20-95	<b>Chapter 90</b>	
45-7	1-20-98	56-4	11-20-95	90-1	1-5-98
45-8	1-20-98	56-5	11-20-95	90-2	1-5-98
45-9	1-20-98	56-6	11-20-95	90-3	1-5-98
45-10	1-20-98	56-7	1-20-98	90-4	1-5-98
45-11	11-3-97	56-8	1-20-98	90-5	1-5-98
45-12	11-3-97	56-9	3-2-98	90-6	1-5-98
45-13	11-3-97	56-10	3-2-98	90-7	1-5-98
45-14	11-3-97	56-10.1	3-2-98	90-8	1-5-98
45-14.1	11-3-97	BLANK	3-2-98	90-8.1	1-5-98
BLANK	11-3-97	56-11	11-20-95	BLANK	1-5-98
45-15	6-17-96	56-12	11-20-95	90-9	12-16-96
45-16	6-17-96	56-13	11-20-95	90-10	12-16-96
<b>Chapter 46</b>		56-14	11-20-95	90-11	12-16-96
46-1	5-15-95	56-15	11-20-95	90-12	12-16-96

Page Number	Supp. Date	Page Number	Supp. Date	Page Number	Supp. Date
90-13	12-16-96	106-2	5-15-95	120-20	5-15-95
90-14	12-16-96	<b>Chapters 107 through 109</b>		120-21	5-15-95
90-15	12-16-96	107-1	5-15-95	120-22	5-15-95
90-16	12-16-96	BLANK	5-15-95	120-23	5-15-95
90-17	4-7-97	<b>Chapter 110</b>		120-24	5-15-95
90-18	4-7-97	110-1	1-5-98	<b>Chapter 121</b>	
90-19	1-5-98	110-2	1-5-98	121-1	5-15-95
90-20	1-5-98	110-3	1-5-98	BLANK	5-15-95
90-21	1-5-98	110-4	1-5-98	<b>Chapter 122</b>	
90-22	1-5-98	110-5	1-5-98	122-1	5-15-95
90-23	1-5-98	110-6	1-5-98	BLANK	5-15-95
90-24	1-5-98	110-7	1-5-98	<b>Chapters 123 through 129</b>	
90-25	1-5-98	110-8	1-5-98	123-1	5-15-95
90-26	1-5-98	110-9	1-5-98	BLANK	5-15-95
90-27	1-5-98	110-10	1-5-98	<b>Chapter 130</b>	
BLANK	1-5-98	110-11	1-5-98	130-1	5-15-95
<b>Chapters 91 through 99</b>		110-12	1-5-98	BLANK	5-15-95
91-1	5-15-95	110-13	1-5-98	<b>Chapter 131</b>	
BLANK	5-15-95	110-14	1-5-98	131-1	5-15-95
<b>Chapter 100</b>		110-15	1-5-98	BLANK	5-15-95
100-1	3-17-97	110-16	1-5-98	<b>Chapter 132</b>	
100-2	3-17-97	110-17	1-5-98	132-1	5-15-95
100-3	3-17-97	110-18	1-5-98	BLANK	5-15-95
100-4	3-17-97	110-19	1-5-98	<b>Chapter 133</b>	
100-4.1	3-17-97	110-20	1-5-98	133-1	5-15-95
BLANK	3-17-97	<b>Chapter 111</b>		BLANK	5-15-95
100-5	8-19-96	111-1	5-15-95	<b>Chapter 134</b>	
100-6	8-19-96	BLANK	5-15-95	134-1	5-15-95
100-7	5-15-95	<b>Chapter 112</b>		BLANK	5-15-95
100-8	5-15-95	112-1	5-15-95	<b>Chapters 135 through 139</b>	
100-9	5-15-95	112-2	5-15-95	135-1	5-15-95
100-10	5-15-95	112-3	5-15-95	BLANK	5-15-95
100-11	5-15-95	112-4	5-15-95	<b>Chapter 140</b>	
100-12	5-15-95	112-5	5-15-95	140-1	5-15-95
100-13	5-15-95	112-6	5-15-95	BLANK	5-15-95
100-14	5-15-95	112-7	5-15-95	<b>Chapter 141</b>	
100-15	5-15-95	112-8	5-15-95	141-1	5-15-95
100-16	5-15-95	112-9	5-15-95	BLANK	5-15-95
100-17	5-15-95	BLANK	5-15-95	<b>Chapter 142</b>	
100-18	5-15-95	<b>Chapters 113 through 114</b>		142-1	5-15-95
100-19	5-15-95	113-1	5-15-95	BLANK	5-15-95
100-20	5-15-95	BLANK	5-15-95	<b>Chapter 143</b>	
100-21	3-3-97	<b>Chapter 115</b>		143-1	5-15-95
100-22	3-3-97	115-1	5-15-95	BLANK	5-15-95
100-23	3-3-97	BLANK	5-15-95	<b>Chapter 144</b>	
100-24	3-3-97	<b>Chapters 116 through 119</b>		144-1	5-15-95
100-25	3-3-97	116-1	5-15-95	BLANK	5-15-95
BLANK	3-3-97	BLANK	5-15-95	<b>Chapter 145</b>	
<b>Chapter 101</b>		<b>Chapter 120</b>		145-1	5-15-95
101-1	5-15-95	120-1	5-15-95	BLANK	5-15-95
BLANK	5-15-95	120-2	5-15-95	<b>Chapter 146</b>	
<b>Chapter 102</b>		120-3	5-15-95	146-1	5-15-95
102-1	5-15-95	120-4	5-15-95	BLANK	5-15-95
102-2	5-15-95	120-5	5-15-95	<b>Chapter 147</b>	
102-3	5-15-95	120-6	5-15-95	147-1	5-15-95
BLANK	5-15-95	120-7	5-15-95	BLANK	5-15-95
<b>Chapters 103 through 104</b>		120-8	5-15-95	<b>Chapter 148</b>	
103-1	5-15-95	120-9	5-15-95	148-1	5-15-95
BLANK	5-15-95	120-10	5-15-95	BLANK	5-15-95
<b>Chapter 105</b>		120-11	5-15-95	<b>Chapters 149 through 159</b>	
105-1	2-20-96	120-12	5-15-95	149-1	5-15-95
105-2	2-20-96	120-13	5-15-95	BLANK	5-15-95
105-3	2-20-96	120-14	5-15-95	<b>Chapter 160</b>	
105-4	2-20-96	120-15	5-15-95	160-1	5-15-95
105-5	8-18-97	120-16	5-15-95	BLANK	5-15-95
BLANK	8-18-97	120-17	5-15-95	<b>Chapter 161</b>	
<b>Chapter 106</b>		120-18	5-15-95	161-1	5-15-95
106-1	5-15-95	120-19	5-15-95	BLANK	5-15-95

<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 162</b>		<b>Chapters 187 through 189</b>		195-6	4-7-97
162-1	5-15-95	187-1	3-17-97	195-7	4-7-97
BLANK	5-15-95	BLANK	3-17-97	BLANK	4-7-97
<b>Chapters 163 through 169</b>		<b>Chapter 190</b>		195-9	4-15-96
163-1	5-15-95	190-1	3-2-98	195-10	4-15-96
BLANK	5-15-95	190-2	3-2-98	195-11	4-15-96
<b>Chapter 170</b>		190-3	3-2-98	195-12	4-15-96
170-1	5-15-95	190-4	3-2-98	195-13	4-15-96
BLANK	5-15-95	190-5	3-2-98	195-14	4-15-96
<b>Chapter 171</b>		190-6	3-2-98	195-15	4-15-96
171-1	5-15-95	190-7	3-2-98	195-16	4-15-96
BLANK	5-15-95	190-8	3-2-98	195-17	4-15-96
<b>Chapter 172</b>		190-9	3-2-98	195-18	4-15-96
172-1	5-15-95	190-10	3-2-98	195-19	4-7-97
BLANK	5-15-95	190-11	3-2-98	195-20	4-7-97
<b>Chapter 173</b>		190-12	3-2-98	195-21	4-7-97
173-1	5-15-95	190-13	3-2-98	195-22	4-7-97
BLANK	5-15-95	190-14	3-2-98	<b>Chapter 196</b>	
<b>Chapter 174</b>		190-15	3-2-98	196-1	3-17-97
174-1	5-15-95	190-16	3-2-98	196-2	3-17-97
BLANK	5-15-95	190-17	3-2-98	196-3	3-17-97
<b>Chapter 175</b>		190-18	3-2-98	196-4	3-17-97
175-1	5-15-95	190-18.1	3-2-98	<b>Chapters 197 through 199</b>	
175-2	5-15-95	BLANK	3-2-98	197-1	5-15-95
175-3	5-15-95	190-19	2-18-97	BLANK	5-15-95
175-4	5-15-95	190-20	2-18-97	<b>Chapter 200</b>	
175-5	5-15-95	190-21	2-18-97	200-1	5-19-97
175-6	5-15-95	190-22	2-18-97	200-2	5-19-97
<b>Chapters 176 through 179</b>		190-23	3-2-98	200-2.1	5-19-97
176-1	5-15-95	190-24	3-2-98	BLANK	5-19-97
BLANK	5-15-95	190-25	3-2-98	200-3	8-21-95
<b>Chapter 180</b>		190-26	3-2-98	200-4	8-21-95
180-1	5-15-95	190-27	3-2-98	200-5	8-21-95
BLANK	5-15-95	190-28	3-2-98	200-6	8-21-95
<b>Chapters 181 through 184</b>		190-29	3-2-98	200-7	8-21-95
181-1	5-15-95	190-30	3-2-98	200-8	8-21-95
BLANK	5-15-95	190-31	3-2-98	200-9	5-19-97
<b>Chapter 185</b>		190-32	3-2-98	200-10	5-19-97
185-1	5-15-95	190-33	3-2-98	200-11	5-19-97
185-2	5-15-95	190-34	3-2-98	200-12	5-19-97
185-3	5-15-95	190-35	3-2-98	<b>Chapters 201 through 204</b>	
185-4	5-15-95	190-36	3-2-98	201-1	5-15-95
185-5	5-15-95	190-37	3-2-98	BLANK	5-15-95
185-6	5-15-95	190-38	3-2-98	<b>Chapter 205</b>	
185-7	5-15-95	190-39	3-2-98	205-1	5-15-95
185-8	5-15-95	190-40	3-2-98	205-2	5-15-95
185-9	5-15-95	190-41	3-2-98	205-3	5-15-95
185-10	5-15-95	190-42	3-2-98	205-4	5-15-95
185-11	5-15-95	190-43	3-2-98	<b>Chapters 206 through 209</b>	
185-12	5-15-95	BLANK	3-2-98	206-1	5-15-95
185-13	5-15-95	<b>Chapters 191 through 193</b>		BLANK	5-15-95
185-14	5-15-95	191-1	5-15-95	<b>Chapter 210</b>	
185-15	5-15-95	BLANK	5-15-95	210-1	12-2-96
185-16	5-15-95	<b>Chapter 194</b>		210-2	12-2-96
185-17	5-15-95	194-1	11-3-97	210-3	12-2-96
185-18	5-15-95	194-2	11-3-97	210-4	12-2-96
185-19	5-15-95	194-3	11-3-97	210-4.1	12-2-96
185-20	5-15-95	BLANK	11-3-97	BLANK	12-2-96
185-21	5-15-95	<b>Chapter 195</b>		210-5	8-19-96
185-22	5-15-95	195-1	4-7-97	BLANK	8-19-96
185-23	5-15-95	195-2	4-7-97	<b>Chapters 211 through 234</b>	
185-24	5-15-95	195-2.1	4-7-97	211-1	5-15-95
<b>Chapter 186</b>		BLANK	4-7-97	BLANK	5-15-95
186-1	3-17-97	195-3	11-4-96	<b>Chapter 235</b>	
186-2	3-17-97	195-4	11-4-96	235-1	2-17-98
186-3	3-17-97	195-4.1	4-7-97	235-2	2-17-98
BLANK	3-17-97	195-4.2	4-7-97	235-3	2-17-98
		195-5	4-7-97	235-4	2-17-98

<b>Page Number</b>	<b>Supp. Date</b>	<b>Page Number</b>	<b>Supp. Date</b>	<b>Page Number</b>	<b>Supp. Date</b>
235-4.1	2-17-98	235-25	3-3-97	I-20	1-20-98
BLANK	2-17-98	235-26	3-3-97	I-21	3-2-98
235-5	3-3-97	235-27	3-3-97	I-22	3-2-98
235-6	3-3-97	235-28	3-3-97	I-22.1	3-2-98
235-7	3-3-97	235-29	3-3-97	BLANK	3-2-98
235-8	3-3-97	235-30	3-3-97	I-23	1-20-98
235-9	3-3-97	235-31	3-16-98	I-24	1-20-98
235-10	3-3-97	BLANK	3-16-98	I-25	1-20-98
235-11	3-17-97	<b>Index</b>		BLANK	1-20-98
235-12	3-17-97	I-1	1-20-98	<b>Definitions</b>	
235-13	2-17-98	I-2	1-20-98	D-1	3-2-98
235-14	2-17-98	I-3	1-20-98	D-2	3-2-98
235-15	2-17-98	I-4	1-20-98	D-3	3-2-98
235-16	2-17-98	I-5	1-20-98	D-4	3-2-98
235-17	2-17-98	I-6	1-20-98	D-5	3-2-98
235-18	2-17-98	I-7	3-2-98	D-6	3-2-98
235-18.1	2-17-98	I-8	3-2-98	D-7	3-2-98
235-18.2	2-17-98	I-8.1	3-2-98	D-8	3-2-98
235-18.3	2-17-98	BLANK	3-2-98	D-9	3-2-98
235-18.4	2-17-98	I-9	1-20-98	D-10	3-2-98
235-18.5	2-17-98	I-10	1-20-98	D-11	3-2-98
BLANK	2-17-98	I-11	1-20-98	D-12	3-2-98
235-19	4-15-96	I-12	1-20-98	D-13	3-2-98
235-20	4-15-96	I-13	1-20-98	D-14	3-2-98
235-21	8-4-97	I-14	1-20-98	<b>Tables</b>	
235-22	8-4-97	I-15	1-20-98	T1-1	1-5-98
235-22.1	3-2-98	I-16	1-20-98	T1-2	1-5-98
235-22.2	3-2-98	I-17	1-20-98	T2-1	1-5-98
235-23	3-2-98	I-18	1-20-98	T2-2	1-5-98
BLANK	3-2-98	I-19	1-20-98		