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RULES AND REGULATIONS WITH RELATION TO PRIVATE EMPLOYMENT AGENCIES

ISSUED UNDER

CHAPTER 337, STATE OF NEW JERSEY LAWS OF 1951

NJ/KAB
L7/A2
1952
C.1

DEFINITIONS

For the purpose of effectuating the purposes and provisions of Chapter 337, P. L. 1951, New Jersey in accordance with the provisions of Sections 1 and 13 of said Act, the following definitions are promulgated as a part of the "Rules and Regulations". The definitions of the terms defined in this Act shall apply when such terms appear within quotation marks in these "Rules and Regulations".

The word "Act" as used in these "Rules and Regulations" shall mean Chapter 337, P. L. 1951, New Jersey.

"accepting employment"

The term "accepting employment" as used in Chapter 337, P. L. 1951, New Jersey, shall for the purpose of administering such law and rules and regulations promulgated under the provisions thereof, mean that an employee sent by an employment agency to an employer in full compliance with the provisions of the said law, rules and regulations, agreed with that employer as to conditions of employment and as to the time and place employment was to begin and that said employee made a contract with said employer in accordance with said agreement.

"accept or obtain"

The term "accept or obtain" shall have the same meaning as "accepting employment".

"discharged without cause"

The term ".....discharged without cause....." shall mean that the employee has been discharged without having been guilty of any acts of commission or omission which would legally warrant his being discharged.

"positions of trust"

The term "positions of trust" as used in the administration of Chapter 337, P. L. 1951, New Jersey, and the rules and regulations issued under the provisions thereof, mean that the employee is to be engaged in a position of such a nature as to require that the employer repose special confident reliance on the integrity of the employee. The term shall include, but without limitation, such positions as cashiers, bookkeepers, credit managers, accountants and persons employed in supervisory or executive positions.

"types or classes of occupations"

(For the purpose of defining and describing the "types or classes of occupations" in which an applicant intends to furnish help or employment and to define, describe, designate and limit the terms to be used in designating such types or classes of occupations in licenses to be issued, definitions are hereby established for the following terms:)

Aeronautical. The term "Aeronautical" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employee is to be engaged in an occupation in the operation, maintenance or repair of aircraft wherein the employee's training and skill are important factors in the protection of life and property against the hazards of what is commonly known as air transportation.

Agricultural. The term "Agricultural" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employer is a farmer and that the employee is to be employed either on a farm or in occupations directly connected with or essential to the operation of a farm in a non-professional occupation or occupations or in an occupation or occupations for which the employee is not required by New Jersey State Law to possess a special license other than such auto driver's license or firemen's license as may be required by New Jersey State Law.

Clerical. The term "Clerical" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employee is to be engaged in a non-professional occupation or occupations and in an occupation or occupations for which the employee is not required by New Jersey State Law to possess a special license. The meaning of the term "Clerical" is restricted to occupations in which persons are employed in what is commonly known as office work or as retail sales work and it includes employment as clerks, cashiers, stenographers, bookkeepers, receptionists and office supervisors and managers.

Commercial. The term "Commercial" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employer is a commercial or mercantile establishment or a real estate business, an insurance business, a banking business or a finance business, a printing or publishing business, an advertising business, a public utility, or a service establishment such as or of like character to a laundry or a cleaning and dyeing establishment, a garage, a barber shop, or a beauty culture establishment and that the employee is to be engaged in such establishment or business in a non-professional occupation or occupations and in an occupation or occupations for which the employee is not required by New Jersey State Law to possess a special license other than such auto driver's license, firemen's license, barber's license, or beauty culture operator's license as may be required by New Jersey State Law, also the employment under the conditions herein set forth may include employment as technical workers, clerical workers, skilled workers, semi-skilled workers, and non-skilled workers.

Construction. The term "Construction" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employer is the owner of what is commonly known as a building or construction business or establishment and that the employee is to be engaged in such business or establishment in a non-professional occupation or occupations and in an occupation or occupations for which the employee is not required by New Jersey State Law to possess a special license other than such auto driver's license or firemen's license as may be required by such law and may under the conditions herein set forth include employment as technical workers, clerical workers, skilled workers, semi-skilled workers, and non-skilled workers. The term shall also include the employment of persons other than engineers-in-charge or what are commonly known as chief engineers in establishments herein described in occupations requiring license to be issued under the provisions of Title 34, Chapter 7, of the Revised Statutes of New Jersey.

Domestic. The term "Domestic" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employer is a private individual or family and that the employee is to be privately employed by the employer solely in what is commonly known as domestic service.

Engineering. The term "Engineering" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employee is to be engaged in an occupation or occupations requiring engineering education, training, and experience and the application of special knowledge of the mathematical, physical and engineering sciences to such professional services or creative work as consultation, investigation, evaluation, planning, design or general supervision of construction or operation for the purpose of insuring compliance with planning, specifications and designs. The term shall also mean that the employee is to be engaged as an engineer-in-charge or as what is commonly known as a chief engineer in an occupation for which a license is required by Title 34, Chapter 7 of the Revised Statutes of New Jersey and rules and regulations legally promulgated under the provisions thereof.

Executive. The term "Executive" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employee is to be engaged in an occupation or occupations for which the employee is not required by New Jersey State Law to possess a special license. The meaning of the term is restricted to employment in the administration of a business, society or an association or a major department thereof.

Hotel and Restaurant. The term "Hotel and Restaurant" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employer is a hotel, restaurant, hospital or similar establishment or institution and that the employee is to be engaged in such establishment in a non-professional occupation or occupations and in an occupation or occupations for which the employee is not required by New Jersey State Law to possess a special license other than such auto driver's license, firemen's license, barber's license, or beauty culture license as may be required by New Jersey State Law; also the employment under the conditions herein set forth may include employment as technical workers, clerical workers, skilled workers, semi-skilled workers, and non-skilled workers. The term shall also include the employment of persons other than engineers-in-charge or what are commonly known as chief engineers in establishments herein described in occupations requiring license to be issued under the provisions of Title 34, Chapter 7 of the Revised Statutes of New Jersey.

Industrial. The term "Industrial" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employer is a manufacturing establishment and that the employee is to be engaged in such establishment in a non-professional occupation or occupations and in an occupation or occupations for which the employee is not required by New Jersey State Law to possess a special license other than such auto driver's license or firemen's license as may be required by New Jersey State Law and may under the conditions herein set forth include employment as technical workers, clerical workers, skilled workers, semi-skilled workers, and non-skilled workers. The term shall also include the employment of persons other than engineers-in-charge or what are commonly known as chief engineers in establishments herein described in occupations requiring license to be issued under the provisions of Title 34, Chapter 7 of the Revised Statutes of New Jersey.

Nursing. The term "Nursing" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that each employee shall be a person duly authorized to use the title of registered nurse under the provisions of the applicable laws of the State of New Jersey or a practical nurse licensed as such by the State of New Jersey. When the person performing the functions for which the license is granted is the holder of an Employment Agency Operator's License for "Nursing" the employee may be a person other than a baby sitter approved by such holder of an Employment Agency Operator's License and sent by the agency to an employer to assist non-professionally in the care of the sick or ailing.

Sales. The term "Sales" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employee is to be engaged in a non-professional occupation or occupations and in an occupation or occupations for which the employee is not required by New Jersey State Law to possess a special license. The meaning of the term is restricted to occupations in the sale or the legitimate effort to make sales of commodities, securities, real property, services or similar articles.

Semi-skilled and Non-skilled. The term "Semi-skilled and Non-skilled" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employee is to be engaged in an occupation not requiring that the employee be qualified as a skilled worker and in occupations for which the employee is not required by New Jersey State Law to possess a special license.

Skilled Trades.

The term "Skilled Trades" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employee is to be engaged in an occupation or occupations in skilled trades generally recognized as such by reputable associations of employers or employees, by trade unions or by the educational authorities of the State of New Jersey whose duties relate to vocational trade and industrial education and may, under the conditions herein set forth when the employee holds such a license as required by New Jersey State Law, include employment as an auto driver or fireman. The term shall also mean that the employee is an engineer other than an engineer-in-charge otherwise commonly known as a chief engineer in occupations requiring a license to be issued under the provisions of Title 34, Chapter 7 of the Revised Statutes of New Jersey.

Special.

The term "Special" as used in an application for a license under the provisions of Chapter 337, P. L. 1951, New Jersey, shall mean that the employee is to be engaged in an occupation or occupations not otherwise defined in these rules and regulations but which are clearly defined in the application filed with the Commissioner and in such license as may be issued on the basis of such application.

Technical.

The term "Technical" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employee is to be engaged in a non-professional occupation or occupations generally recognized as technical occupations by the profession, trade or industry in which the employee is to be engaged. The term shall include, but without limitation, employment as laboratory technicians, research technicians and statisticians.

Theatrical.

The term "Theatrical" as used in a license issued under the provisions of Chapter 337, P. L. 1951, New Jersey, or in an application for such a license means that the employee (s) are to be "vaudeville or theatrical performers."

"who leaves employment of his own accord"

The term "....."who leaves employment of his own accord" shall include but shall not be limited to cases in which the following conditions exist: neither the job nor the conditions of employment related thereto were misrepresented by the agency to the employee; the employment has been legally accepted or obtained through the agency and it has not been legally established that the employee has just cause to refuse to start or continue in the employment.

F O R M S

The forms for use in filing applications for licenses and other purposes as provided for in the rules and regulations shall include the following:

Application for Employment Agency Owner's License. (Original)

Form M.W.326
Page 1 of 3

Commissioner of Labor and Industry
State of New Jersey
1060 Broad Street
Newark, New Jersey

Dear Sir:

The undersigned hereby applies for an Employment Agency Owner's License for the year _____, as provided for under the provisions of Chapter 337, P. L. 1951, New Jersey.

The information contained herein and such additional information as may be submitted by the applicant in connection with this application is submitted for the purpose of assisting the Commissioner of Labor and Industry in determining the qualifications of the applicant in accordance with the provisions thereof, and for the purpose of prevailing upon the Commissioner of Labor and Industry to issue the license herewith applied for.

It is understood that if any of the information contained in this application, or any additional information which may be submitted in connection therewith is found to be false, such false statements shall constitute good and sufficient cause for the Commissioner to revoke any license issued in response to this application. The following items of information are numbered for the purpose of convenience in identifying them for discussion and consideration.

1. Name and address of applicant (s):

2. Name and address of agency:

3. For the purpose of enumerating the types or classes of occupations in which the applicant intends to deal in the furnishing of help or employment he has written the word "yes" or the word "no" in the space immediately following each word used to describe each such type or class of occupation. (For definitions see rules and regulations.)

Cont'd.

3. Aeronautical _____ Construction _____ Hotel and Restaurant _____ Semi-skilled and
Agricultural _____ Domestic _____ Industrial _____ Non-skilled _____
Clerical _____ Engineering _____ Nursing _____ Skilled Trades _____
Commercial _____ Executive _____ Sales _____ Technical _____
Special _____

4. The applicant offers as proof of his citizenship: _____

(If the applicant is a partnership information concerning citizenship shall be here shown for each partner. If the applicant is a corporation information as to the name, address, and proof of citizenship as well as affidavits as to moral character required by Section 5 of the Act, shall be furnished on separate forms provided by the Department of Labor and Industry.)

5. If granted the license applied for, the agency will be open for business and the records required by Law will be available for inspection by any duly authorized representative of the Commissioner of Labor and Industry, in accordance with the following daily schedule of hours with the exception of Sundays and Legal Holidays. This schedule will remain in effect until five (5) days after notice of change therein has been filed in writing with the Commissioner.

6. The addresses at which the applicant has maintained legal residence during the five (5) years immediately preceding the date of this application are as follows:

7. Following are the names and addresses of three (3) business establishments with which the applicant has done business during the past five (5) years.

8. Following are the names, addresses, and occupations of the three (3) persons whose affidavits as to the applicant's "good moral character" are submitted with this application:

9. The applicant acknowledges the following questions as being addressed to him by the Commissioner and that the answer written immediately following each question is a part of the information referred to in the second paragraph of this application.

a. Will the employment agency for which you seek a license to the best of its ability advise persons referred for employment concerning the reputation as to character and responsibility of the employers to whom they are referred?

b. If the employment agency for which you seek a license does not have sufficient information reasonably establishing the good reputation, character and responsibility of an employer to whom it sends an employee will the agency so advise the employee?

c. If the license applied for is granted will the agency maintain labor camps?

d. If the license applied for is granted will the agency be conducted either directly or indirectly in connection with any other business?

*c. Have you ever been convicted of any crime? What?
Where? When?

*f. Have you ever been in employment agency business?
If so, explain.

*g. Has license ever been revoked or denied you for the conduct of such an agency in any state? Where and when?

h. If granted the license applied for, will the agency submit monthly reports to the Commissioner on forms to be supplied by him, giving the following information with reference to each of the types or classes of occupations for which your agency is licensed?

(cont'd.)

- h. 1. Number of orders for help.
- 2. Number of applicants for employment.
- 3. Number of placements of males.
- 4. Number of placements of females.
- 5. Total number of placements.
- 6. Total amount of fees collected.

i. In performing the functions for which the license applied for may be issued, will the agency require that all employees who are applicants for work in private families or for positions of trust furnish the agency with the names and addresses of persons available as character references and, wherever possible, communicate orally or in writing with at least one of the persons given by the applicant as a character reference unless the employer has in writing waived the requirement for such reference?

j. In performing the functions for which the license applied for may be issued, will the agency maintain a written record of the results of investigations made to determine the character and responsibility of applicants for employment?

*(In the case of a corporate applicant these questions must be answered by each officer and each director of the corporation.)

10. The affidavits appearing on this page are a part of the attached application for an employment agency owner's license. (If applicant is a partnership, affidavit on required form shall be executed by each of the partners and attached to and made part of the application. If applicant is a corporation, the officer of the corporation taking the affidavit shall show in the space provided his title in the corporation.)

STATE OF NEW JERSEY

: SS

COUNTY OF _____

being duly sworn

on his oath deposes and says that no person other than those mentioned in this application is pecuniarily interested in the business to be carried on under the license when issued, and that all statements made in this application are true and correct.

Sworn and subscribed to ;
before me this ;
day of _____ 19 ;

(Signature of applicant)

The items printed in parentheses in this application have been printed on the form by the Department of Labor and Industry for the guidance of the applicant.

FORM FOR USE IN SUBMITTING AFFIDAVITS CONCERNING
MORAL CHARACTER OF APPLICANT OR APPLICANTS
FOR EMPLOYMENT AGENCY OWNER'S LICENSE

(NOTE: If the applicant is a partnership the affidavits of three (3) persons of good standing in the community in which the applicants reside must be submitted for each partner. If the applicant is a corporation similar affidavits must be submitted for each officer and director of the corporation.)

STATE OF NEW JERSEY

: SS

COUNTY OF _____

_____ being duly sworn on his oath, says that he resides at _____ Street, in the City of _____, New Jersey that he is personally acquainted with _____ who is an applicant for a license to own and maintain an employment agency at _____ Street, _____, New Jersey; that he has known said _____ for at least _____ years, and that he knows said applicant to be a person of good moral character.

Sworn and subscribed to :
before me this _____ :
day of _____ 19 _____ :

STATE OF NEW JERSEY

: SS

COUNTY OF _____

_____ being duly sworn on his oath, says that he resides at _____ Street, in the City of _____, New Jersey that he is personally acquainted with _____ who is an applicant for a license to own and maintain an employment agency at _____ Street, _____, New Jersey; that he has known said _____ for at least _____ years, and that he knows said applicant to be a person of good moral character.

Sworn and subscribed to :
before me this _____ :
day of _____ 19 _____ :

STATE OF NEW JERSEY
COUNTY OF _____

_____ being duly sworn on his oath, says that he resides at _____ Street, in the City of _____, New Jersey that he is personally acquainted with _____ who is an applicant for a license to own and maintain an employment agency at _____ Street, _____, New Jersey; that he has known said _____ for at least _____ years, and that he knows said applicant to be a person of good moral character.

Sworn and subscribed to before me this _____ day of _____ 19 _____

Form M.W.-334

APPLICATION FOR EMPLOYMENT AGENCY OWNER'S LICENSE
(TO BE ISSUED TO HOLDERS OF LICENSES ISSUED UNDER
THE PROVISIONS OF TITLE 34, CHAPTER 8, R. S.)

Commissioner of Labor and Industry
State of New Jersey
c/o Private Employment Agency Bureau
1060 Broad Street
Newark, New Jersey

Dear Sir:

The undersigned is the holder of Employment Agency License Number _____ issued in conformity with the provisions of Revised Statutes of New Jersey, Title 34, Chapter 8 authorizing the holder to do business in the following types or classes of occupations:

This license expires on January 1, 1952.

In conformity with the provisions of Chapter 337, P. L. 1951, New Jersey, application is hereby made for an Employment Agency Owner's License for the year 1952. The name and address under and at which the employment agency is to do business are as follows: _____

APPLICATION FOR EMPLOYMENT AGENCY OPERATOR'S LICENSE
(ORIGINAL) AND FORM FOR SUPPLEMENTARY INFORMATION AND
AFFIDAVIT FOR USE WHEN APPLICATION IS FOR PROVISIONAL
TEMPORARY OPERATOR'S LICENSE

Commissioner of Labor and Industry
 State of New Jersey
 1060 Broad Street
 Newark, New Jersey

Dear Sir:

The undersigned hereby applies for an Employment Agency Operator's License for the year _____, as provided for under the provisions of Chapter 337, P. L. 1951, New Jersey.

The information contained herein and such additional information as may be submitted by the applicant in connection with this application is submitted for the purpose of assisting the Commissioner of Labor and Industry in determining the qualifications of the applicant in accordance with the provisions thereof, and for the purpose of prevailing upon the Commissioner of Labor and Industry to issue the license herewith applied for.

It is understood that if any of the information contained in this application, or any additional information which may be submitted in connection therewith is found to be false, such false statements shall constitute good and sufficient cause for the Commissioner to revoke any license issued in response to this application. The following items of information are numbered for the purpose of convenience in identifying them for discussion and consideration.

1. Name and address of applicant: _____

2. Name and address of the employment agency and the name of the holder of the Employment Agency Operator's License by whom the applicant expects to be employed _____

3. For the purpose of enumerating the types or classes of occupations in which the applicant intends to deal in the furnishing of help or employment he has written the word "yes" or the word "no" in the space immediately following each word used to describe each such type or class of occupation. (For definitions see Rules and Regulations.)

Aeronautical _____	Construction _____	Hotel and Restaurant _____	Semi-skilled and Non-skilled _____
Agricultural _____	Domestic _____	Industrial _____	Skilled Trades _____
Clerical _____	Engineering _____	Nursing _____	Technical _____
Commercial _____	Executive _____	Sales _____	Theatrical _____
		Special _____	

4. The applicant offers as proof of his citizenship: _____

5. The addresses at which the applicant has maintained legal residence during the five (5) years immediately preceding the date of this application are as follows: _____

6. Following are the names, addresses, and occupations of the two (2) persons whose affidavits as to the applicant's good moral character are submitted with this application: _____

7. The applicant acknowledges the following questions as being addressed to him by the Commissioner and that the answer written immediately following each question is a part of the information referred to in the second paragraph of this application.

a. If the license applied for is granted will you, to the best of your ability advise persons referred by you for employment concerning the reputation as to character and responsibility of the employers to whom they are referred? _____

b. If the license applied for is granted will you, in cases where you do not have sufficient information reasonably establishing the good reputation, character and responsibility of any employer to whom you send an employee, so advise the employee? _____

c. If the license applied for is granted will you, while the license is in effect, be employed or engaged either directly or indirectly with any other business? _____
If so, explain. _____

d. Have you ever been convicted of any crime? _____ What? _____
Where? _____ When? _____

e. Have you ever been engaged or employed in an employment agency business? _____

If so, explain. _____

f. Have you ever had an employment agency license held by you revoked or has such a license ever been denied you in any state?

Where and when? _____

g. If the license applied for is granted will you, while employed under the provisions of the license, fully comply with all of the provisions of the law and the rules and regulations promulgated under the provisions of said law which are binding upon the agency in which you are employed?

8. The following is a statement concerning the applicant's education which he feels qualifies him for the license applied for. It includes the names and addresses of schools attended and a description of the work or courses completed.

9. The following is a list of names and addresses of persons by whom the applicant has been employed during the past five (5) years including a description of the applicant's duties and responsibilities in respect to such employment. (The applicant is invited to here list and describe any additional information concerning his employment and experience which he believes should be considered in determining his qualifications. If necessary, such information may be written and signed on additional sheets and attached to this application.)

10. The following is submitted for the purpose of satisfying the Commissioner that the applicant has sufficient knowledge of opportunities for employment in this State and of the essential qualifications of employees in the occupations for which the applicant intends to furnish help or employment. (If necessary, such information may be written and signed on additional sheets and attached to this application.)

FORM FOR USE IN SUBMITTING AFFIDAVITS CONCERNING
MORAL CHARACTER OF APPLICANTS FOR EMPLOYMENT
AGENCY OPERATOR'S LICENSE

STATE OF NEW JERSEY :
: SS
COUNTY OF _____ :

_____ being duly sworn on his oath,
says that he resides at _____ Street, in
the City of _____, New Jersey, that he is
personally acquainted with _____,
who is an applicant for a license to operate an employment agency under
the provisions of Chapter 337, P. L. 1951, New Jersey; that he has known
said _____ for at least
_____ years, and that he knows said applicant to be a person of good
moral character as evidenced by his reputation in the community or communities
in which he has known him.

Sworn and subscribed to :
before me this _____ day of _____ 19 _____

Notary Public

STATE OF NEW JERSEY :
: SS
COUNTY OF _____ :

_____ being duly sworn on his oath,
says that he resides at _____ Street, in
the City of _____, New Jersey, that he is
personally acquainted with _____,
who is an applicant for a license to operate an employment agency under the
provisions of Chapter 337, P. L. 1951, New Jersey; that he has known
said _____ for at least
_____ years, and that he knows said applicant to be a person of good
moral character as evidenced by his reputation in the community or communities
in which he has known him.

Sworn and subscribed to :
before me this _____ day of _____ 19 _____

Notary Public

APPLICATION FOR BOND

Bond under Chapter 337, P. L. 1961, New Jersey
To be filed with the Commissioner of
Labor and Industry of the State of New Jersey

KNOW ALL MEN BY THESE PRESENTS,

THAT WE

(Insert full names and addresses of

principals and add the words "as principals." Then insert full

names and addresses of sureties and add the words "as sureties."

are held firmly bound unto the State of New Jersey in the penal sum
of One Thousand Dollars (\$1,000) due and lawful money of the United
States to be paid to the State of New Jersey or any person aggrieved
by breach of the conditions referred to herein, for which payment
well and truly be made, we do bind ourselves, our heirs, executors,
administrators, successors and assigns, jointly and severally, firmly
by these presents.

Sealed with our seals and dated this _____ day
of _____ one thousand nine hundred and _____,

WHEREAS, the aforesaid principal has filed an
application with the Commissioner of Labor and Industry of the State
of New Jersey for an Employment Agency Owner's License authorizing
the person to whom it is issued to own an employment agency and to
have such employment agency operated by a person or persons duly
authorized to perform the functions for which the agency is licensed
in conformity with an act of the legislature of the State of New Jersey
entitled "Chapter 337, P. L. 1961, New Jersey" approved July 19, 1961,
at _____ Street, in the City of _____

_____ Borough of _____ Township of _____

County of _____ and State of New Jersey.

Now the condition of this obligation is such that if the aforesaid license be granted, and the above bounden _____ principal, during the continuance of such license, shall faithfully observe the provisions of said act of the legislature of New Jersey entitled "An Act to regulate and license employment agencies and certain employees of such agencies, defining the same, fixing the fees for such licenses and imposing penalties for violations, and supplementing Title 34 of the Revised Statutes", and shall pay all damages occasioned to any person by reason of any misstatement, misrepresentation, fraud or deceit, or any unlawful act or omission of such licensed person and his agents or employees, while acting within the scope of their employment, made, committed, or omitted in the business conducted under such license or caused by any violation of aforesaid act entitled "An Act to regulate and license employment agencies and certain employees of such agencies, defining the same, fixing the fees for such licenses and imposing penalties for violations, and supplementing Title 34 of the Revised Statutes" in carrying on the business for which said license is granted, then this obligation to be null and void, otherwise, to remain in full force and virtue.

EFFECTIVE DATES OF THIS BOND JANUARY 1, 195 TO DECEMBER 31, 195

Signed, sealed, and delivered in the presence of _____ of _____

Principal

Notary Public _____ Surety

STATE OF NEW JERSEY

COUNTY OF _____

On this _____ day of _____ one
thousand nine hundred and _____, before me _____

personally appeared _____ and
_____ who are,

I am satisfied, the persons named in and who executed the foregoing
bond, and I having first made known to them the contents thereof,
they thereupon acknowledged that they signed, sealed, and delivered
said bond, as their respective voluntary act and deed, for the uses
and purposes therein mentioned and expressed.

Notary Public

Form M. W.-332

APPLICATION TO THE COMMISSIONER BY THE AGENCY FOR FEE SCHEDULE

To the Commissioner of Labor and Industry of New Jersey:

Dear Sir:

In order to facilitate formal filing with you of schedule of fees to be
charged for services to be rendered by this agency, and in order that schedule,
signed by you for posting in the office of this agency, may be prepared on
stationery and in a manner appropriate for such posting, I hereby submit the
following information as to the fees which I propose to charge. I will appreciate
it if you will have this information set up, in duplicate, on the stationery
form approved by you, that you will send the original, in the approved form,
signed by you, to me for posting and retain duplicate, together with this letter,
in your files.

If it appears to you that there is anything in the manner in which this form
is written that should be improved upon for the purpose of clarity, I will
appreciate your advising me so that I can give the matter prompt attention.

continued

The terms wages and salaries as used in this fee schedule shall each mean any money due to the employee from the employer as a result of employer-employee relationship, whether payable by the hour, day, week, semi-monthly, monthly or yearly, and shall include commissions, bonus and piece-work compensation. The terms rate of salary and rate of wage shall each mean the rate of salary or wage as herein defined which the employer agrees to pay to the employee for services rendered or work done in the occupation or position by the persons from whom the employment agency is entitled to collect a fee.

(Name of Agency)

(Signature of applicant or applicants)

APPLICATION FOR EMPLOYMENT AGENCY OPERATOR'S LICENSE. (RE-ISSUED)

Commissioner of Labor and Industry
State of New Jersey
1060 Broad Street
Newark, New Jersey

Dear Sir:

Employment Agency Operator's License No. _____ authorizing my employment
by _____, doing business as

_____ Employment Agency having
been cancelled, I respectfully request that a new license be issued to me
showing the name of the employer as _____

doing business as _____. The types or classes
of occupations for which this license is requested is indicated by the word "yes"
or the word "no" written in the space immediately following each word used to
describe such type of occupations. (For definitions see Rules and Regulations.)

- Aeronautical _____ Agricultural _____ Clerical _____ Commercial _____
- Construction _____ Domestic _____ Executive _____ Engineering _____
- Hotel & Restaurant _____ Industrial _____ Nursing _____ Sales _____
- Semi-skilled & Non-skilled _____ Skilled Trades _____ Technical _____ Theatrical _____
- Special _____

Yours very truly,

*The undersigned acknowledges that he has agreed to employ the applicant named
in this application provided the license herewith applied for is granted.

(Signature of owner)

(Name of agency)

*This statement to be dated and signed by the holder of the owner's license by
whom the applicant is to be employed.

APPLICATION FOR EMPLOYMENT AGENCY OPERATOR'S LICENSE
BY PERSON OR PERSONS HOLDING EMPLOYMENT AGENCY LICENSES
UNDER THE PROVISIONS OF TITLE 34, CHAPTER 8 REVISED
STATUTES OF NEW JERSEY

Commissioner of Labor and Industry
 State of New Jersey
 c/o Private Employment Agency Bureau
 1060 Broad Street
 Newark, New Jersey

Dear Sir:

The undersigned is the holder of Employment Agency License Number _____ issued in conformity with the provisions of Revised Statutes of New Jersey, Title 34, Chapter 8 authorizing the holder to do business in the following types or classes of occupations.

This license expires on January 1, 1952.

In conformity with the provisions of Chapter 337, P. L. 1951, New Jersey, application is hereby made for an Employment Agency Operator's License for the year 1952. It is requested that the license be issued to me by virtue of my being the owner of the employment agency doing business as _____

For the purpose of enumerating the types or classes of occupations in which the applicant intends to deal in the furnishing of help or employment he has written the word "yes" or the word "no" in the space immediately following each word used to describe each such type or class of occupations. (For definitions see Rules and Regulations.)

Aeronautical _____	Construction _____	Hotel and Restaurant _____	Semi-skilled and Non-skilled _____
Agricultural _____	Domestic _____	Industrial _____	Skilled Trades _____
Clerical _____	Engineering _____	Nursing _____	Technical _____
Commercial _____	Executive _____	Sales _____	Theatrical _____
		Special _____	

The affidavit appearing on this page is a part of the attached application for an Employment Agency Operator's License.

STATE OF NEW JERSEY :
 : SS
 COUNTY OF _____ :

_____ being duly sworn on his oath deposes and says that all statements made in this application are true and correct.

Continued

Sworn and subscribed to before me this _____ day of _____ 19____; (Signature of applicant)

The items printed in parentheses in this application have been printed on the form by the Department of Labor and Industry for the guidance of the applicant.

Form M.W-341

APPLICATION FOR RENEWAL OF EMPLOYMENT AGENCY OPERATOR'S LICENSE
(EMPLOYEE OR AGENCY)

Commissioner of Labor and Industry
State of New Jersey
c/o Private Employment Agency Bureau
1060 Broad Street
Newark, New Jersey

Dear Sir:

The undersigned is the holder of Employment Agency Operator's License No. _____ issued under the provisions of Chapter 337, P. L. 1951, New Jersey.

This license will expire on January 1, 195_____.

On the basis of the information submitted by me with my original application for a license authorizing me to perform the operations of an employment agency, I hereby make application for an Employment Agency Operator's License for the year 195_____ authorizing me to perform the operations of an employment agency while employed by _____ doing business as _____ at _____

For the purpose of enumerating the types or classes of occupations in which the applicant intends to deal in the furnishing of help or employment he has written the word "yes" or the word "no" in the space immediately following each word used to describe each such type or class of occupations. (For definitions see Rules and Regulations.)

Aeronautical _____	Construction _____	Hotel and Restaurant _____	Semi-skilled and Non-skilled _____
Agricultural _____	Domestic _____	Industrial _____	Skilled Trades _____
Clerical _____	Engineering _____	Nursing _____	Technical _____
Commercial _____	Executive _____	Sales _____	Theatrical _____
		Special _____	

The affidavit appearing on this page is a part of the attached application for an Employment Agency Operator's License.

STATE OF NEW JERSEY
COUNTY OF _____

being

duly sworn on his oath deposes and says that all statements made in this application are true and correct.

Subscribed and sworn to :
before me this _____ day :
of _____ 19 _____

(Signature of applicant)

The undersigned acknowledges that the applicant named in this application is employed by him to perform the operations of an employment agency.

(Name of Employer)

(Address of Employer)

The items printed in parentheses in this application have been printed on the form by the Department of Labor and Industry for the guidance of the applicant.

APPLICATION FOR RENEWAL OF EMPLOYMENT AGENCY OPERATOR'S LICENSE
(OWNER-OPERATOR OF AGENCY)

Commissioner of Labor and Industry
State of New Jersey
c/o Private Employment Agency Bureau
1080 Broad Street
Newark, New Jersey

Dear Sir:

The undersigned is the holder of Employment Agency Operator's License No. _____ issued under the provisions of Chapter 337, P. L. 1951, New Jersey.

This license expires on January 1, 195__.

On the basis of the information submitted by me with my original application for a license authorizing me to perform the operations of an employment agency, I hereby make application for an Employment Agency Operator's License for the year 195__ authorizing me to conduct an employment agency to be known as _____

at _____

For the purpose of enumerating the types or classes of occupations in which the applicant intends to deal in the furnishing of help or employment he has written the word "yes" or the word "no" in the space immediately following each word used to describe each such type or class of occupations. (For definitions see Rules and Regulations.)

Aeronautical _____	Construction _____	Hotel and Restaurant _____	Semi-skilled and Non-skilled _____
Agricultural _____	Domestic _____	Industrial _____	Skilled Trades _____
Clerical _____	Engineering _____	Nursing _____	Technical _____
Commercial _____	Executive _____	Sales _____	Theatrical _____
Special _____			

The affidavit appearing on this page is a part of the attached application for an Employment Agency Operator's License.

STATE OF NEW JERSEY :
 : SS
 COUNTY OF _____ :

_____ being duly sworn on his oath deposes and says that all statements made in this application are true and correct.

Sworn and subscribed to :
 before me this day :
 of 19 : _____ (Signature of applicant)

_____ (Address of applicant)

The items printed in parentheses in this application have been printed on the form by the Department of Labor and Industry.

Form M. W. -339

APPLICATION FOR RENEWAL OF EMPLOYMENT AGENCY OWNER'S LICENSE

Commissioner of Labor and Industry
State of New Jersey
o/o Private Employment Agency Bureau
1060 Broad Street
Newark, New Jersey

Dear Sir:

The undersigned is the holder of Employment Agency Owner's License No. _____ issued under the provisions of Chapter 337, P. L. 1951, New Jersey.

This license will expire on January 1, 195_____.

FEE SCHEDULE TO BE POSTED IN AGENCY

STATE OF NEW JERSEY
DEPARTMENT OF LABOR AND INDUSTRY

SCHEDULE OF FEES THAT MAY BE CHARGED BY:

"Chapter 337, P. L. 1951, New Jersey provides that "Every licensed employment agency shall file with the Commissioner in form, approved by him, a schedule of fees proposed to be charged for any service rendered to employers seeking employees and to persons seeking employment; and adhere thereto in charging for such services. Before approving of said fee schedule, the Commissioner must be satisfied that the same is reasonably understandable by persons subject to its terms."

The terms wages and salaries as used in this fee schedule shall each mean any money due to the employee from the employer as a result of employer-employee relationship, whether payable by the hour, day, week, semi-monthly, monthly or yearly, and shall include commissions, bonus and piece-work compensation.

The terms rate of salary and rate of wage shall each mean the rate of salary or wage as herein defined which the employer agrees to pay to the employee for services rendered or work done in the occupation or position by the persons from whom the employment agency is entitled to collect a fee.

The above schedule has on _____ been approved by me, as to form, and is filed as required by law.

Commissioner of Labor and Industry
State of New Jersey

NOTICE THAT APPLICATION FOR OPERATOR'S LICENSE HAS BEEN FILED

Notice is hereby given that

has applied for an Employment Agency Operator's License authorizing his employment by

The application indicates that the applicant proposes to deal in the following types or classes of occupation in which the applicant proposes to furnish help or employment:

If you have any knowledge or information which you believe should be considered by the Commissioner prior to his making a decision on this application and if you desire an opportunity to be heard in relation thereto, it is essential that you so advise the Commissioner in writing and that such request for hearing be delivered to this office within five (5) days.

Yours very truly,

Percy A. Miller, Jr.,

PAM:F Commissioner of Labor and Industry

Form M.W.-331

NOTICE THAT APPLICATION FOR OWNER'S LICENSE HAS BEEN FILED

As required in the provisions of Section 4, of Chapter 337 of the Pamphlet Laws of New Jersey of 1951, you are hereby informed that

has filed an application for an Employment Agency Owner's License to be operated under the name of

at

The application indicates that the applicant proposes to deal in the following types or classes of occupations in which the applicant proposes to furnish help or employment:

If you have any knowledge or information which you believe should be considered by the Commissioner prior to his making a decision on this application and if you desire an opportunity to be heard in relation thereto, it is essential that you so advise the Commissioner in writing and that such request for hearing be delivered to this office within five (5) days.

Yours very truly,

Percy A. Miller, Jr.,
Commissioner of Labor and Industry

PAM:F

NOTICE OF CANCELLATION OF OPERATOR'S LICENSE

Dear

We have been advised by

whose name appears on the Operator's License issued to you on
that your employment by him has been terminated. This fact automatically
cancels your employment agency operator's license as of

For your information, we quote the following from Section 3 of Chapter
337, P. L., 1951, New Jersey:

"Upon the termination of the employment of the holder of an employment
agency operator's license the holder of the employment agency owner's
license by whom the holder of said employment agency operator's license
has been employed shall promptly notify the commissioner of the
termination of the employment. The employment agency operator's license
shall thereupon be cancelled and the holder thereof entitled to the
issuance of a new license for the unexpired term of the old license
without payment of additional fee upon the written request of such holder
thereof and the holder of the employment agency owner's license who is
to be named in such new license as the new employer; provided, however,
that the commissioner may refuse to issue such new license for any good
cause shown within the provisions of this act."

Very truly yours,

Percy A. Miller, Jr.,
Commissioner of Labor and Industry

NEW JERSEY DEPARTMENT OF LABOR AND INDUSTRY

MAIL TO PRIVATE EMPLOYMENT AGENCY DIVISION, 1060 BROAD STREET, NEWARK, N. J. STATISTICAL REPORT FROM AGENCY

MONTHLY REPORT NAME OF AGENCY MONTH OF

LICENSEE NO. ADDRESS CITY OR TOWN YEAR 19

	AERONAUTICAL	CLERICAL	DOMESTIC	ENGINEERING	EXECUTIVE	NURSING	SALES	SEMI-SKILLED AND NON-SKILLED	SKILLED TRADES	TECHNICAL	THEATRICAL	SPECIAL	TOTAL
NO. OF EMPLOYEES APPLIED FOR OR ORDERED													
NO. OF APPLICANTS FOR EMPLOYMENT													
NO. OF PLACEMENTS OF MALES													
NO. OF PLACEMENTS OF FEMALES													
TOTAL NUMBER OF PLACEMENTS													

REPORTS MUST BE IN DEPARTMENT OF LABOR AND INDUSTRY BY TENTH OF EACH MONTH

SIGNATURE OF LICENSEE

ADDITIONAL RULES AND REGULATIONS

POSTING

In every employment agency operated and conducted under the provisions of this Act and these rules and regulations the Employment Agency Owner's License under which the agency is conducted and operated shall be displayed in a prominent place where it may be easily seen and read by all persons visiting the agency. Each person required to have an Employment Agency Operator's License shall display such license in such place and manner as to make it readily seen and read by persons doing business with such licensee. As required by this Act there shall be posted in each agency the schedule of fees which the agency proposes to charge and such posting shall be in a manner and place as to be readily seen and readable by persons doing business with the agency.

STATISTICAL REPORTS

For the purpose of assisting the Commissioner in the administration of Section 11 and other sections of the Act each employment agency shall submit to him monthly statistical reports on forms provided by him. The information to be reported shall include for each month the following: Number of employees applied for or ordered, number of applicants for employment, number of placements-males, number of placements-females, total number of placements.

RECORDS

To effectuate the purposes of Section 9, paragraph 3 of this Act, every holder of an Employment Agency Owner's License as well as every representative authorized by him to supervise or conduct the operation of his agency, shall see to it that there be kept and maintained, readily available for inspection by the Commissioner or his duly authorized representative for a period of at least two (2) years, the following:

APPLICATIONS

1. All applications for either help or employment, on which applications there shall appear the name and address of the applicant, the date of application and the following additional information:
 - a. When the application is for employment the information shall include a reasonably accurate description of the types or classes of employment and such other facts as the applicant may wish to record.
 - b. When the application is for help the information shall include a reasonably accurate description of the job or jobs, address of location at or in which the work is to be performed, range of salary and conditions of employment offered. The term "application for help" as herein used shall mean a bona fide order for help.

(Continued)
Applications

For the purpose of convenience there may be recorded on these application forms such additional information as is not in violation of any Law of the State of New Jersey. Written records of applications made for help or employment by telephone or otherwise verbally shall be kept in writing on standard forms, a copy of which shall be filed with the Commissioner prior to their use by the agency; provided, however, that the written records of applications for help made by telephone or otherwise verbally may be kept in a regular book used exclusively for such purpose.

ADVERTISING

2. Record of all advertisements published by the agency containing complete information as to the date of publication and the name of the paper, periodical or magazine in which same was published and copies of advertisements published through other mediums including letterhead, program, etc., shall also be kept available for inspection.
3. Fees charged.
4. Fees collected.
5. Fees refunded.
6. Such accounting records as may be necessary to enable the Commissioner to readily verify the record of fees charged, fees collected, and refunds made.

REFERENCES

7. All correspondence concerning references of applicants for help or employment including written records of information secured by telephone or otherwise verbally. In cases where employers waive references written records of such waivers shall be kept available for inspection.
8. Each agency shall in writing keep the Commissioner currently informed as to the form and manner in which required records are being maintained.

CONTRACTS

Whenever it is reasonably possible contracts between agencies and employers and contracts between agencies and employees shall be on standard forms and copies of such forms shall be filed with the Commissioner before same are used. The fact that the Commissioner has not notified an agency or a licensee that a contract, written

(Continued)

CONTRACTS

and executed on a form such as is filed with the Commissioner is a violation of Section 10, paragraph 12 of the Act, shall not excuse or condone such violation.

MINIMUM QUALIFICATIONS

Provisional Temporary Operator's License.

Before being granted a Provisional Temporary Employment Agency Operator's License an applicant for such license shall, by means of affidavit of the applicant and of such other evidence as the Commissioner may reasonably require, satisfy him that the applicant has had, for a period of at least one (1) year, been engaged actively, regularly and reputably in business in the capacity of owner or employee and submit to the Commissioner evidence of graduation from a duly recognized high school or of such combination of training and experience which the Commissioner recognizes as equivalent thereto. Whenever the application is for an Employment Agency Operator's License authorizing the applicant to make placements under the title of "Nursing" the applicant shall, before license is issued, submit to the Commissioner evidence establishing that the applicant is legally authorized to practice as a registered nurse in the State of New Jersey or is certified to by at least three (3) members of the medical profession of the State of New Jersey as being qualified to judge the qualifications of persons to be employed in the capacity of nurses.

Employment Agency Operator's License (Not Provisional Temporary.)

Every applicant for an Employment Agency Operator's License before being given such written examination as may be required by the Act and by these rules and regulations shall, by means of affidavit of the applicant and the affidavit of the holder of the Employment Agency Owner's License by whom the applicant is to be employed and by such other evidence as the Commissioner may require, reasonably satisfy the Commissioner that the applicant has, for a period of at least one year, been engaged actively, regularly and reputably in business in the capacity of owner or employee and that for a period of at least six (6) months has been so employed in the handling of personnel problems including the securing of help for employers and jobs for employees in the types or classes of occupations for which application is made, and further, the applicant shall submit to the Commissioner evidence of graduation from a duly recognized high school or of such combination of training and experience which the Commissioner recognizes as equivalent thereto. Whenever the application is for an Employment Agency Operator's License authorizing the applicant to make placements under the title of "Nursing" the applicant shall, before license is approved, submit to the Commissioner evidence establishing that the applicant is legally authorized to practice as a registered nurse in the State of New Jersey or is certified to by at least three (3) members of the medical profession of the State of New Jersey as being qualified to judge the qualifications of persons to be employed in the capacity of nurses.

Identification and
Introductory Card
re: Bona fide job
order.

As an aid to agencies in determining the type of card or paper to be furnished under the provisions of Section 9, paragraph 11 of the Act, it is herein provided that information printed in the form and contained in the information shown on the following sample will meet the requirements of the section of the Act referred to.

Name of Agency
Address of Agency

Date of Referral

Dear (Addressed to Employer:)

This will introduce _____

_____ who is referred

to you as per your order for _____

(job description)

(Name of agency)

(Address of agency)

(The following applies to all applicants for work in private families or for positions of trust: If for any reason whatsoever character references have not been furnished to or checked by the agency this fact shall be recorded on this introductory card.)

Conditions
of premises

Any building or part thereof in which an employment agency is conducted or operated shall be maintained in a safe and sanitary condition and with due regard to reasonably safeguarding such confidential information as may properly be given to the agency or to an applicant for help or employment either by an applicant for help or employment or by a person legitimately giving information concerning an applicant for help or employment when such information is given on the premises of the agency or a record of such information is maintained on the premises of the agency.

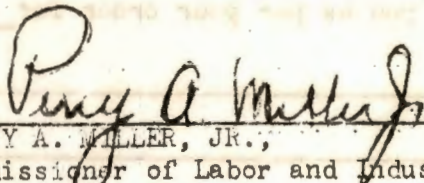
GRANTING OF
ISSUANCE OF
LICENSES

No Employment Agency Owner's License will be issued until the Commissioner has been reasonably satisfied that proper arrangements have been made for the operation of the agency for which the license is applied by person or persons holding the required Employment Agency Operator's License or Licenses.

No license required by the provisions of the Act shall be issued until it has been established to the satisfaction of the Commissioner that all of the provisions of the Act and these rules and regulations relative to the issuance of such license have been fully complied with.

All of the provisions of Chapter 337, P. L.; 1951, New Jersey, having been fully complied with, I do under the authority of said Act hereby promulgate these rules and regulations effective as of January 2, 1952.

1/2/52



PERCY A. MILLER, JR.,
Commissioner of Labor and Industry
State of New Jersey

NOTICE OF HEARING

(Re: Rules and Regulations Promulgated February 21, 1952.)

In accordance with the authority invested in me by Section 13 of Chapter 337, the Laws of New Jersey, 1951, notice is hereby given that on the fifth day of March, 1952, at 2:00 p. m., in the office of the Department of Labor and Industry, 1060 Broad Street, Newark, New Jersey, there shall be a public hearing at which all persons in favor of or opposed to the following proposed rules and regulations supplementing such rules and regulations as were promulgated by me on January 2, 1952 may be heard.

These proposed rules and regulations in relation to written examinations of applicants for Employment Agency Operator's License as provided for in Section 5, Chapter 337, Laws of 1951 are as follows:

- Item 1. Each applicant for an Employment Agency Operator's License shall, in writing, and at the time and place designated by the Commissioner, answer such written questions concerning the provisions of Chapter 337, Laws, 1951 and concerning the rules and regulations promulgated under the provisions of said Law as may be propounded to him by the Commissioner of Labor and Industry.
- Item 2. Each applicant for an Employment Agency Operator's License shall, at the time and place designated by the Commissioner, write and submit to the Commissioner in writing the applicant's interpretation of such provisions of the Labor Laws of the State of New Jersey as are specified by the Commissioner as being proper material for examination in relation to each type or class of occupation specified in the applicant's application for an Employment Agency Operator's License. The Labor Laws or the provisions of such Labor Laws specified by the Commissioner as being proper material for the examinations are identified and described as follows: (The specific laws or provisions of laws on which examinations may be based for each type or class of occupation are shown by their identifying numbers on the table entitled "Table For Written Examinations" which is hereby made a part of these rules and regulations.)
- Item 2a. Those provisions of Chapter 153, Laws of 1940, New Jersey and of Chapter 139, Laws of 1941, New Jersey, commonly known as "Child Labor Law" which provisions establish the conditions under which minors under eighteen (18) years of age may or may not be legally employed. (Information concerning "Child Labor Law" is contained in "Abstract of Child Labor Laws" copies of which may be secured from the Department of Labor and Industry of New Jersey.)
- Item 2b. The provisions of Sections 34:2-24 through 34:2-28 of the Revised Statutes of New Jersey, which contains the following provisions:

(Cont'd.) Item 2b. "No female 18 years of age or over, shall be employed, allowed or permitted to work in any manufacturing or mercantile establishment, in any bakery, laundry or restaurant more than ten (10) hours in any one day, or more than six (6) days, or fifty-four (54) hours in any one week; provided, that in hotels or other establishments the business of which in its nature continuous, and where the working hours for women do not exceed (8) hours per day, the provisions of this act shall not apply, and provided, that nothing herein contained shall apply to canneries engaged in packing a perishable product such as fruits and vegetables. (34:2-24.)"

"No female, 18 years of age or over shall be employed or permitted to work in any manufacturing establishment, bakery or laundry in this State before seven o'clock in the morning or after twelve o'clock in the evening of any day; canneries engaged in packing a perishable product such as fruits or vegetables, and glass manufacturing establishments exempted. (34:2-28)"

Item 2c. Those provisions of Chapter 308, Laws of 1941, New Jersey and of Chapter 307, Laws of 1942, New Jersey, which provide for the licensing of persons distributing or doing industrial homework or persons seeking industrial homework.

Item 2d. Such sections and provisions of New Jersey law governing the licensing of operating engineers and firemen as will enable the applicant for Employment Agency Operator's License authorizing the holder to furnish help or employment in occupations of chief engineers or engineers-in-charge to know the class of license required by the prospective employees.

Item 2e. The provisions of Section 34:11-4 of the Revised Statutes of New Jersey governing time and manner of payment of wages.

Item 2f. Questions concerning such provisions of New Jersey's Law covering the practice of professional engineering and land surveying (with Amendments of 1950) which sets forth the conditions under which persons engaged in occupations of professional engineers are required by law to be licensed as such by the State Board of Professional Engineers and Land Surveyors.

Item 3. Applicants for Employment Agency Operator's License seeking to do business in occupations designated in the Rules and Regulations as "Special" shall be examined on subjects pertinent to the specific type or types of occupation or occupations described by the applicant in his application.

TABLE FOR WRITTEN EXAMINATIONS

The Numbers appearing in this column identify the types of and subject for written examinations in relation to each class of occupation

Types of Classes of Occupations concerning which Applicants for Operator's Licenses must take written examinations

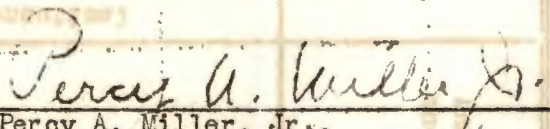
Item 1	Aeronautical	Agricultural	Clerical	Commercial	Construction	Domestic	Engineering	Executive	Hotel and Restaurant	Industrial	Nursing	Sales	Semi-skilled and Non-skilled	Skilled Trades	Special	Technical	Theoretical	
" 1	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
" 2	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
" 2a	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
" 2b			X	X	X	X			X	X		X	X	X		X		
" 2c			X	X	X	X				X			X	X				
" 2d							X											
" 2e	X		X	X	X		X	X	X	X	X	X	X	X		X	X	X
" 2f							X											
" 3																		X

The following additional proposed rules and regulations to be promulgated with relation to the procedure to be followed in determining certain specific minimum qualifications of applicants for operator's licenses dealing in the occupations defined as "Aeronautical" and as "Nursing."

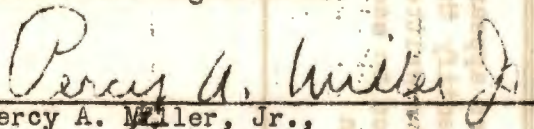
Applicants for Private Employment Agency Operator's License including in the type or class of occupation in which they intend to furnish help or employment that type or class of occupation defined as "Aeronautical" shall, before receiving license to furnish help or employment in that occupation, first furnish to the Commissioner of Labor and Industry a written statement from the Chief of the Bureau of Aeronautics of the Division of Planning and Development of the Department of Conservation and Economic Development of the State of New Jersey certifying to the Commissioner of Labor and Industry that, in the opinion of the Chief of the Bureau of Aeronautics, the applicant does have sufficient knowledge of the types of licenses required by persons to be legally engaged in an occupation in the operation, maintenance or repair of aircraft to reasonably protect the persons to whom such help is to be furnished and the public.

Applicants for Employment Agency Operator's Licenses listing in their applications occupations defined as "nursing" shall, before being granted a license, establish to the satisfaction of the Commissioner of Labor and Industry that the applicant is a registered nurse, legally authorized to practice as such in New Jersey, or submit to the Commissioner letters from three medical doctors, legally practicing in the State of New Jersey certifying to the Commissioner that, in the opinion of each such doctor, the applicant is qualified to judge the qualifications of persons to be sent as help to employers in the capacity of nurses.

This notice is signed by me on this twenty-first day of February, 1952,


Percy A. Miller, Jr.,
Commissioner of Labor and Industry

All of the provisions of Chapter 337, State of New Jersey, Laws of 1951, having been fully complied with, I do, under the authority of said Act, hereby promulgate these supplementary Rules and Regulations, effective as of March 12, 1952.


Percy A. Miller, Jr.,
Commissioner of Labor and Industry