

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

**Title 12—Department of Labor**

**Supplement May 19, 2003**

I, Jeff S. Masin, Acting 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 19, 2003)**

Page Number	Supp. Date	Page Number	Supp. Date	Page Number	Supp. Date
i	1-21-03	15-4	12-2-02	17-9	6-1-98
ii	1-21-03	15-5	12-2-02	17-10	6-1-98
iii	1-22-02	15-6	12-2-02	17-11	6-1-98
iv	1-22-02	<b>Chapter 16</b>		17-12	6-1-98
v	3-3-03	16-1	9-3-02	17-13	8-7-00
vi	3-3-03	16-2	9-3-02	17-14	8-7-00
vii	3-3-03	16-2.1	3-3-03	17-15	8-7-00
BLANK	3-3-03	16-2.2	3-3-03	17-16	8-7-00
ix	5-19-03	16-3	3-3-03	17-16.1	7-16-01
x	5-19-03	BLANK	3-3-03	17-16.2	7-16-01
xi	5-19-03	16-5	11-5-01	17-17	7-16-01
xii	5-19-03	16-6	11-5-01	BLANK	7-16-01
xiii	5-19-03	16-7	11-5-01	17-19	6-1-98
xiv	5-19-03	16-8	11-5-01	17-20	6-1-98
<b>Chapter 1</b>		16-8.1	11-5-01	17-21	6-1-98
1-1	12-2-02	BLANK	11-5-01	17-22	6-1-98
BLANK	12-2-02	16-9	5-20-96	17-23	6-1-98
<b>Chapter 2</b>		16-10	5-20-96	17-24	6-1-98
2-1	9-15-97	16-11	5-20-96	17-25	12-3-01
BLANK	9-15-97	16-12	5-20-96	17-26	12-3-01
<b>Chapter 3</b>		16-13	2-22-00	17-27	12-3-01
3-1	11-16-98	16-14	2-22-00	17-28	12-3-01
3-2	11-16-98	16-14.1	3-3-03	<b>Chapter 18</b>	
3-3	11-16-98	16-14.2	3-3-03	18-1	5-19-03
BLANK	11-16-98	16-15	3-3-03	18-2	5-19-03
<b>Chapter 4</b>		BLANK	3-3-03	18-3	5-19-03
4-1	5-15-95	16-17	12-17-01	18-4	5-19-03
BLANK	5-15-95	16-18	12-17-01	18-5	5-19-03
<b>Chapter 5</b>		16-18.1	12-17-01	18-6	5-19-03
5-1	10-5-98	BLANK	12-17-01	18-7	5-19-03
5-2	10-5-98	16-19	8-4-97	18-8	5-19-03
<b>Chapter 6</b>		16-20	8-4-97	18-9	5-19-03
6-1	9-21-98	16-21	2-22-00	18-10	5-19-03
6-2	9-21-98	16-22	2-22-00	18-11	5-19-03
<b>Chapter 7</b>		16-23	9-3-02	18-12	5-19-03
7-1	5-15-95	16-24	9-3-02	18-12.1	5-19-03
7-2	5-15-95	16-25	9-3-02	18-12.2	5-19-03
7-3	5-15-95	16-26	9-3-02	18-13	8-7-00
BLANK	5-15-95	16-27	9-3-02	18-14	8-7-00
<b>Chapters 8 through 10</b>		BLANK	9-3-02	18-15	8-7-00
8-1	5-15-95	<b>Chapter 16A</b>		18-16	8-7-00
BLANK	5-15-95	16A-1	5-15-95	18-17	8-7-00
<b>Chapter 11</b>		BLANK	5-15-95	18-18	8-7-00
11-1	8-6-01	<b>Chapter 17</b>		<b>Chapter 19</b>	
11-2	8-6-01	17-1	4-7-03	19-1	6-19-00
11-3	8-6-01	17-2	4-7-03	19-2	6-19-00
11-4	8-6-01	17-2.1	4-7-03	19-3	6-19-00
<b>Chapters 12 through 14</b>		BLANK	4-7-03	19-4	6-19-00
12-1	5-15-95	17-3	6-1-98	<b>Chapter 20</b>	
BLANK	5-15-95	17-4	6-1-98	20-1	8-2-99
<b>Chapter 15</b>		17-5	6-1-98	20-2	8-2-99
15-1	7-3-00	17-6	6-1-98	20-3	8-2-99
15-2	7-3-00	17-7	8-20-01	20-4	8-2-99
15-2.1	12-2-02	17-8	8-20-01	20-4.1	9-20-99
15-2.2	12-2-02	17-8.1	8-20-01	20-4.2	9-20-99
15-3	12-2-02	BLANK	8-20-01	20-5	9-20-99

<b>Page Number</b>	<b>Supp. Date</b>	<b>Page Number</b>	<b>Supp. Date</b>	<b>Page Number</b>	<b>Supp. Date</b>
20-6	9-20-99	41-5	1-5-98	51-18	5-6-02
20-7	9-20-99	41-6	1-5-98	51-19	5-6-02
20-8	9-20-99	41-7	1-5-98	51-20	5-6-02
20-9	9-20-99	BLANK	1-5-98	51-21	5-6-02
BLANK	9-20-99	<b>Chapter 42</b>		51-22	5-6-02
<b>Chapter 21</b>		42-1	2-4-02	51-23	5-6-02
21-1	8-6-01	42-2	2-4-02	51-24	5-6-02
BLANK	8-6-01	42-3	2-4-02	51-25	5-6-02
<b>Chapter 22</b>		42-4	2-4-02	51-26	5-6-02
22-1	8-6-01	42-5	2-4-02	<b>Chapters 52 through 54</b>	
BLANK	8-6-01	42-6	2-4-02	52-1	5-15-95
<b>Chapter 23</b>		<b>Chapters 43 through 44</b>		BLANK	5-15-95
23-1	6-17-02	43-1	2-4-02	<b>Chapter 55</b>	
23-2	6-17-02	BLANK	2-4-02	55-1	11-19-01
23-3	6-17-02	<b>Chapter 45</b>		55-2	11-19-01
23-4	6-17-02	45-1	2-4-02	55-3	8-6-01
23-5	6-17-02	45-2	2-4-02	55-4	8-6-01
23-6	6-17-02	45-3	2-4-02	55-5	8-6-01
23-7	6-17-02	45-4	2-4-02	BLANK	8-6-01
23-8	6-17-02	45-5	2-4-02	<b>Chapter 56</b>	
23-9	6-17-02	45-6	2-4-02	56-1	8-6-01
23-10	6-17-02	45-7	2-4-02	56-2	8-6-01
23-11	6-17-02	45-8	2-4-02	56-3	8-6-01
23-12	6-17-02	45-8.1	2-4-02	56-4	8-6-01
23-13	6-17-02	BLANK	2-4-02	56-4.1	8-6-01
23-14	6-17-02	45-9	8-16-99	BLANK	8-6-01
23-15	6-17-02	45-10	8-16-99	56-5	10-16-00
23-16	6-17-02	45-11	2-4-02	56-6	10-16-00
23-17	6-17-02	45-12	2-4-02	56-6.1	10-16-00
23-18	6-17-02	45-13	2-4-02	BLANK	10-16-00
23-19	6-17-02	45-14	2-4-02	56-7	1-20-98
23-20	6-17-02	45-14.1	2-4-02	56-8	1-20-98
23-21	6-17-02	45-14.2	2-4-02	56-9	11-16-98
23-22	6-17-02	45-15	6-17-96	56-10	11-16-98
<b>Chapters 24 through 34</b>		45-16	6-17-96	56-10.1	11-16-98
24-1	5-15-95	<b>Chapter 46</b>		BLANK	11-16-98
BLANK	5-15-95	46-1	5-15-95	56-11	11-20-95
<b>Chapter 35</b>		BLANK	5-15-95	56-12	11-20-95
35-1	7-3-00	<b>Chapter 47</b>		56-13	10-16-00
35-2	7-3-00	47-1	5-15-95	56-14	10-16-00
35-3	7-3-00	BLANK	5-15-95	56-15	11-20-95
35-4	7-3-00	<b>Chapter 48</b>		56-16	11-20-95
<b>Chapter 36</b>		48-1	5-15-95	56-17	10-16-00
36-1	5-15-95	BLANK	5-15-95	56-18	10-16-00
BLANK	5-15-95	<b>Chapter 49</b>		<b>Chapter 57</b>	
<b>Chapter 37</b>		49-1	5-15-95	57-1	10-16-00
37-1	8-6-01	BLANK	5-15-95	57-2	10-16-00
37-2	8-6-01	<b>Chapter 50</b>		57-3	10-16-00
37-3	5-15-95	50-1	5-15-95	57-4	10-16-00
37-4	5-15-95	BLANK	5-15-95	57-5	10-16-00
37-5	5-15-95	<b>Chapter 51</b>		57-6	10-16-00
37-6	5-15-95	51-1	5-6-02	57-7	10-16-00
<b>Chapter 38</b>		51-2	5-6-02	BLANK	10-16-00
38-1	8-6-01	51-3	5-6-02	<b>Chapter 58</b>	
38-2	8-6-01	51-4	5-6-02	58-1	10-16-00
38-3	8-6-01	51-5	5-6-02	58-2	10-16-00
38-4	8-6-01	51-6	5-6-02	58-3	10-16-00
<b>Chapter 39</b>		51-7	5-6-02	58-4	10-16-00
39-1	8-6-01	51-8	5-6-02	58-4.1	10-16-00
BLANK	8-6-01	51-9	5-6-02	BLANK	10-16-00
<b>Chapter 40</b>		51-10	5-6-02	58-5	1-6-97
40-1	12-20-99	51-11	5-6-02	58-6	1-6-97
BLANK	12-20-99	51-12	5-6-02	58-6.1	10-16-00
<b>Chapter 41</b>		51-13	5-6-02	58-6.2	10-16-00
41-1	1-19-99	51-14	5-6-02	58-7	10-16-00
41-2	1-19-99	51-15	5-6-02	BLANK	10-16-00
41-3	1-5-98	51-16	5-6-02	<b>Chapter 59</b>	
41-4	1-5-98	51-17	5-6-02	59-1	3-3-03

<b>Page Number</b>	<b>Supp. Date</b>	<b>Page Number</b>	<b>Supp. Date</b>	<b>Page Number</b>	<b>Supp. Date</b>
59-2	3-3-03	<b>Chapter 100</b>		<b>Chapter 112</b>	
59-3	3-3-03	100-1	9-20-99	112-1	9-8-98
BLANK	3-3-03	100-2	9-20-99	112-2	9-8-98
<b>Chapter 60</b>		100-2.1	4-21-03	112-3	9-8-98
60-1	2-18-03	100-2.2	4-21-03	112-4	9-8-98
60-2	2-18-03	100-3	2-18-03	112-5	9-8-98
60-3	11-18-02	100-4	2-18-03	112-6	9-8-98
60-4	11-18-02	100-5	2-18-03	112-7	9-8-98
60-4.1	11-18-02	BLANK	2-18-03	112-8	9-8-98
BLANK	11-18-02	100-7	9-20-99	<b>Chapters 113 through 114</b>	
60-5	3-18-96	100-8	9-20-99	113-1	5-15-95
60-6	3-18-96	100-9	12-7-98	BLANK	5-15-95
60-7	3-18-96	100-10	12-7-98	<b>Chapter 115</b>	
60-8	3-18-96	100-11	9-20-99	115-1	5-15-95
60-9	4-6-98	100-12	9-20-99	BLANK	5-15-95
60-10	4-6-98	100-13	12-7-98	<b>Chapters 116 through 119</b>	
60-10.1	10-7-02	100-14	12-7-98	116-1	5-15-95
60-10.2	10-7-02	100-15	12-7-98	BLANK	5-15-95
60-11	10-7-02	100-16	12-7-98	<b>Chapter 120</b>	
60-12	10-7-02	<b>Chapter 101</b>		120-1	3-3-03
60-13	10-7-02	101-1	5-15-95	120-2	3-3-03
60-14	10-7-02	BLANK	5-15-95	120-3	3-3-03
<b>Chapter 61</b>		<b>Chapter 102</b>		120-4	3-3-03
61-1	11-19-01	102-1	4-17-00	120-5	3-3-03
61-2	11-19-01	102-2	4-17-00	120-6	3-3-03
<b>Chapter 62</b>		102-3	4-17-00	120-7	3-3-03
62-1	2-4-02	BLANK	4-17-00	120-8	3-3-03
62-2	2-4-02	<b>Chapters 103 through 104</b>		120-9	3-3-03
62-3	2-4-02	103-1	5-15-95	120-10	3-3-03
62-4	2-4-02	BLANK	5-15-95	120-11	3-3-03
<b>Chapters 63 through 89</b>		<b>Chapter 105</b>		120-12	3-3-03
63-1	4-17-00	105-1	12-4-00	120-13	3-3-03
BLANK	4-17-00	105-2	12-4-00	120-14	3-3-03
<b>Chapter 90</b>		105-3	2-20-96	120-15	3-3-03
90-1	3-3-03	105-4	2-20-96	120-16	3-3-03
90-2	3-3-03	105-5	8-18-97	120-17	3-3-03
90-3	3-3-03	BLANK	8-18-97	120-18	3-3-03
90-4	3-3-03	<b>Chapter 106</b>		120-19	3-3-03
90-5	3-3-03	106-1	8-6-01	120-20	3-3-03
90-6	3-3-03	106-2	8-6-01	120-21	3-3-03
90-7	3-3-03	<b>Chapters 107 through 109</b>		120-22	3-3-03
90-8	3-3-03	107-1	5-15-95	120-23	3-3-03
90-9	3-3-03	BLANK	5-15-95	120-24	3-3-03
90-10	3-3-03	<b>Chapter 110</b>		<b>Chapter 121</b>	
90-11	3-3-03	110-1	5-5-03	121-1	5-15-95
90-12	3-3-03	110-2	5-5-03	BLANK	5-15-95
90-13	3-3-03	110-3	1-5-98	<b>Chapter 122</b>	
90-14	3-3-03	110-4	1-5-98	122-1	5-15-95
90-15	3-3-03	110-5	5-5-03	BLANK	5-15-95
90-16	3-3-03	110-6	5-5-03	<b>Chapters 123 through 129</b>	
90-17	3-3-03	110-6.1	5-5-03	123-1	5-15-95
90-18	3-3-03	BLANK	5-5-03	BLANK	5-15-95
90-19	3-3-03	110-7	1-5-98	<b>Chapter 130</b>	
90-20	3-3-03	110-8	1-5-98	130-1	5-15-95
90-21	3-3-03	110-9	5-5-03	BLANK	5-15-95
90-22	3-3-03	110-10	5-5-03	<b>Chapter 131</b>	
90-23	3-3-03	110-11	5-5-03	131-1	5-15-95
90-24	3-3-03	110-12	5-5-03	BLANK	5-15-95
90-25	3-3-03	110-13	5-5-03	<b>Chapter 132</b>	
90-26	3-3-03	110-14	5-5-03	132-1	5-15-95
90-27	3-3-03	110-15	5-5-03	BLANK	5-15-95
90-28	3-3-03	110-16	5-5-03	<b>Chapter 133</b>	
90-29	3-3-03	110-17	5-5-03	133-1	5-15-95
90-30	3-3-03	110-18	5-5-03	BLANK	5-15-95
<b>Chapters 91 through 99</b>		<b>Chapter 111</b>		<b>Chapter 134</b>	
91-1	5-15-95	111-1	5-15-95	134-1	5-15-95
BLANK	5-15-95	BLANK	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>Chapters 135 through 139</b>		<b>Chapters 181 through 184</b>		<b>Chapters 191 through 193</b>	
135-1	5-15-95	181-1	5-15-95	191-1	5-15-95
BLANK	5-15-95	BLANK	5-15-95	BLANK	5-15-95
<b>Chapter 140</b>		<b>Chapter 185</b>		<b>Chapter 194</b>	
140-1	5-15-95	185-1	8-6-01	194-1	3-3-03
BLANK	5-15-95	185-2	8-6-01	194-2	3-3-03
<b>Chapter 141</b>		185-3	5-15-95	194-3	3-3-03
141-1	5-15-95	185-4	5-15-95	BLANK	3-3-03
BLANK	5-15-95	185-5	5-15-95	<b>Chapter 195</b>	
<b>Chapter 142</b>		185-6	5-15-95	195-1	9-8-98
142-1	5-15-95	185-7	5-15-95	BLANK	9-8-98
BLANK	5-15-95	185-8	5-15-95	<b>Chapter 196</b>	
<b>Chapter 143</b>		185-9	5-15-95	196-1	7-3-00
143-1	5-15-95	185-10	5-15-95	196-2	7-3-00
BLANK	5-15-95	185-11	5-15-95	196-3	7-3-00
<b>Chapter 144</b>		185-12	5-15-95	196-4	7-3-00
144-1	5-15-95	185-13	5-15-95	<b>Chapters 197 through 199</b>	
BLANK	5-15-95	185-14	5-15-95	197-1	5-15-95
<b>Chapter 145</b>		185-15	5-15-95	BLANK	5-15-95
145-1	5-15-95	185-16	5-15-95	<b>Chapter 200</b>	
BLANK	5-15-95	185-17	5-15-95	200-1	9-8-98
<b>Chapter 146</b>		185-18	5-15-95	BLANK	9-8-98
146-1	5-15-95	185-19	5-15-95	<b>Chapters 201 through 204</b>	
BLANK	5-15-95	185-20	5-15-95	201-1	5-15-95
<b>Chapter 147</b>		185-21	5-15-95	BLANK	5-15-95
147-1	5-15-95	185-22	5-15-95	<b>Chapter 205</b>	
BLANK	5-15-95	185-23	5-15-95	205-1	8-6-01
<b>Chapter 148</b>		185-24	5-15-95	205-2	8-6-01
148-1	5-15-95	<b>Chapter 186</b>		205-3	8-6-01
BLANK	5-15-95	186-1	6-17-02	205-4	8-6-01
<b>Chapters 149 through 159</b>		186-2	6-17-02	<b>Chapters 206 through 209</b>	
149-1	5-15-95	186-3	6-17-02	206-1	5-15-95
BLANK	5-15-95	186-4	6-17-02	BLANK	5-15-95
<b>Chapter 160</b>		<b>Chapters 187 through 189</b>		<b>Chapter 210</b>	
160-1	5-15-95	187-1	3-17-97	210-1	11-19-01
BLANK	5-15-95	BLANK	3-17-97	210-2	11-19-01
<b>Chapter 161</b>		<b>Chapter 190</b>		210-3	11-19-01
161-1	5-15-95	190-1	4-21-03	210-4	11-19-01
BLANK	5-15-95	190-2	4-21-03	210-5	11-19-01
<b>Chapter 162</b>		190-2.1	4-21-03	BLANK	11-19-01
162-1	5-15-95	BLANK	4-21-03	<b>Chapters 211 through 234</b>	
BLANK	5-15-95	190-3	3-2-98	211-1	5-15-95
<b>Chapters 163 through 169</b>		190-4	3-2-98	BLANK	5-15-95
163-1	5-15-95	190-5	3-2-98	<b>Chapter 235</b>	
BLANK	5-15-95	190-6	3-2-98	235-1	10-21-02
<b>Chapter 170</b>		190-7	3-2-98	235-2	10-21-02
170-1	5-15-95	190-8	3-2-98	235-3	12-2-02
BLANK	5-15-95	190-9	3-2-98	235-4	12-2-02
<b>Chapter 171</b>		190-10	3-2-98	235-5	10-21-02
171-1	5-15-95	190-11	3-2-98	235-6	10-21-02
BLANK	5-15-95	190-12	3-2-98		
<b>Chapter 172</b>		190-13	3-2-98		
172-1	5-15-95	190-14	3-2-98		
BLANK	5-15-95	190-15	3-2-98		
<b>Chapter 173</b>		190-16	3-2-98		
173-1	5-15-95	190-17	3-2-98		
BLANK	5-15-95	190-18	3-2-98		
<b>Chapter 174</b>		190-18.1	3-2-98		
174-1	5-15-95	BLANK	3-2-98		
BLANK	5-15-95	190-19	2-18-97		
<b>Chapter 175</b>		190-20	2-18-97		
175-1	9-8-98	190-21	2-18-97		
BLANK	9-8-98	190-22	2-18-97		
<b>Chapters 176 through 179</b>		190-23	3-2-98		
176-1	5-15-95	190-24	3-2-98		
BLANK	5-15-95	190-25	3-2-98		
<b>Chapter 180</b>		190-26	3-2-98		
180-1	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>
235-7	10-21-02	235-34	10-21-02	I-18	3-3-03
235-8	10-21-02	235-35	10-21-02	I-19	3-3-03
235-9	10-21-02	235-36	10-21-02	I-20	3-3-03
235-10	10-21-02	235-37	10-21-02	I-21	3-3-03
235-11	10-21-02	235-38	10-21-02	I-22	3-3-03
235-12	10-21-02	235-39	10-21-02	I-23	3-3-03
235-13	10-21-02	235-40	10-21-02	I-24	3-3-03
235-14	10-21-02	235-41	10-21-02		
235-15	10-21-02	235-42	10-21-02	<b>Definitions</b>	
235-16	10-21-02			D-1	3-3-03
235-17	10-21-02	<b>Index</b>		D-2	3-3-03
235-18	10-21-02	I-1	3-3-03	D-3	3-3-03
235-19	10-21-02	I-2	3-3-03	D-4	3-3-03
235-20	10-21-02	I-3	3-3-03	D-5	3-3-03
235-21	10-21-02	I-4	3-3-03	D-6	3-3-03
235-22	10-21-02	I-5	3-3-03	D-7	3-3-03
235-23	10-21-02	I-6	3-3-03	D-8	3-3-03
235-24	10-21-02	I-7	3-3-03	D-9	3-3-03
235-25	10-21-02	I-8	3-3-03	D-10	3-3-03
235-26	10-21-02	I-9	3-3-03	D-11	3-3-03
235-27	10-21-02	I-10	3-3-03	D-12	3-3-03
235-28	10-21-02	I-11	3-3-03	<b>Tables</b>	
235-29	10-21-02	I-12	3-3-03	T1-1	5-19-03
235-30	10-21-02	I-13	3-3-03	T1-2	5-19-03
235-31	10-21-02	I-14	3-3-03	T2-1	5-19-03
235-32	10-21-02	I-15	3-3-03	T2-2	5-19-03
235-33	10-21-02	I-16	3-3-03		
		I-17	3-3-03		