

OVERVIEW OF RESOURCES FOR CROSSING GUARDS



NEW JERSEY DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT



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LEGAL DISCLAIMER

- This presentation provides general information, not legal advice.
- The NJ Register and the NJ Administrative Code remain the official sources for regulatory information published by the NJDOL.



MISSION STATEMENT

We are dedicated to protecting our workforce,
strengthening our businesses
and promoting the dignity of work.

PRESENTATION OVERVIEW*

- Health and Safety
- Workers' Compensation
- Wage and Hour Laws
- Unemployment Insurance

*This presentation was delivered to crossing guards during a live virtual webinar on October 9, 2025.

**Crossing Guards
have the right to a
safe and healthy
work environment.**



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High visibility attire: Crossing guards must be provided with ANSI 107/207 compliant high-visibility attire.

- Required Safety Vest (ANSI 107/207)
 - ✓ Type P (Public Safety) or Type R (Roadway) (107)
 - ✓ Class 2 or 3 (3 has more retroreflective material than 2) (107)
- If weather apparel is worn over the vest, the rain jacket or similar must meet ANSI 107/207 requirements.
- Crossing guards employed by police agencies must be provided with a suitable hat in accordance with N.J.S.A 40A:9-154.3. It is recommended that the hat be of a high visibility quality.



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Comprehensive training, essential equipment, and crosswalk maintenance.

- **Comprehensive Training:** In accordance with N.J.S.A. 40A:9-154.2, crossing guards employed by a police department must receive 2 hours of classroom training and 20 hours of field training. Guards employed by a school district should receive training from a similar program.
- **Essential Equipment:** Each crossing guard must be provided with a “STOP” paddle that is 18 inches in diameter with six-inch tall reflective or illuminated letters, ensuring clear communication to drivers even in low light conditions.
- **Crosswalk Maintenance:** Crosswalks are to be inspected to ensure they are free from slip, trip and fall hazards. In addition, inspections should confirm roadway markings are visible, and crosswalk and/or school zone signage is maintained.



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Where to ask for help and submit a complaint.

Crossing guards have the right to report unsafe conditions, and be informed, trained and protected from hazards in the workplace.

- ✓ Learn more [nj.gov/labor/safetyandhealth/programs-services/peosh/](https://www.nj.gov/labor/safetyandhealth/programs-services/peosh/)
- ✓ Use this form to file a complaint:
<https://www.nj.gov/labor/safetyandhealth/assets/PDFs/Complaint/peoshcomp.pdf>
- ✓ Give us a call at (609) 633-3896
- ✓ Or e-mail us at peosha@dol.nj.gov



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**Crossing Guards have the
right to Workers'
Compensation Benefits
when they get injured on
the job.**



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You may be entitled to Workers' Compensation benefits if you get injured on the job.

- Employers, public and private, must maintain Workers' Compensation insurance, which can provide medical treatment, temporary benefits, and permanency benefits for a job-related injury or illness.
- If you sustain a work-related injury, it's best to consult with a Workers' Compensation attorney right away.
- Workers' Compensation lawyers generally do not charge fees upfront. Instead, they charge a fee based on the winnings from your case.

Learn more at nj.gov/labor/wc



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Crossing Guards are covered under New Jersey Wage and Hour Laws.



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Crossing guards have the right to proper pay.

- In 2025, NJ's minimum wage is at \$15.49 an hour for most employees, see: nj.gov/labor/minwage
- Workers are owed 1.5 times their hourly rate of pay for hours worked over 40 hours/week within a seven-day work week.
- Employees who are misclassified as self-employed/independent contractors or paid off the books are not at fault, but they could be deprived of work rights and other benefits.
- Learn more at myworkrights.nj.gov



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Crossing guards can request paid sick leave (also called earned sick leave).

- **Most employees are eligible for up to 40 hours NJ Earned Sick Leave per year so they can care for themselves or a loved one.**
- Employers of all sizes must provide full-time, part-time, seasonal, and temporary employees with sick leave no matter how they are paid (salary, cash, piece rate, etc.).

Learn more at mysickdays.nj.gov.



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Crossing guards are protected against retaliation.

- It's against the law for employers to retaliate against a worker for filing a complaint or asserting their rights.
- Employers that break the law can face fines and penalties.

Learn more at myworkrights.nj.gov.



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Crossing guards can file a wage complaint.

File a complaint for free:

- Online: myworkrights.nj.gov
- Mail or fax:

New Jersey Department of Labor & Workforce Development
Division of Wage and Hour Compliance, P.O. Box 389
Trenton, NJ 08625-0389

Fax: (609) 695-1174

- Print a paper form at: nj.gov/labor/file



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**Most crossing guards are
eligible for Unemployment
Insurance when they get
laid off.**



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Here is what crossing guards should know about Unemployment Insurance (UI) in NJ.

- Requires valid work authorization in the U.S. during period of earnings and while collecting benefits.
- If qualified, receive 60% of average weekly wages, up to a maximum amount.
- See myunemployment.nj.gov for the current year's max benefit rate, eligibility requirements, and to apply online.



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How crossing guards should apply for UI, where to reach out for help and how to conduct identity verification through ID.Me.

Apply

- We recommend applying online at myunemployment.nj.gov
- To apply by phone in English or Spanish, visit myunemployment.nj.gov/applybyphone. For other languages, choose to speak with an agent and request an interpreter.

Need help with a claim?

- Contact us and schedule in-person appointments:
Online: myunemployment.nj.gov/contactus
Phone: (732) 761-2020
- Identity verification with ID.Me: myunemployment.nj.gov/identity



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NJ protects all workers.

- NJDOL serves all workers regardless of their immigration or citizenship status.
- We don't ask workers about their immigration or citizenship status.
- NJDOL is a state department. We are separate from the federal government.
- We have strong regulations to protect the personal information of workers.
- NJDOL does not voluntarily share workers' personal information with federal immigration authorities.
- If federal immigration authorities request the personal information of workers from NJDOL, they must present a valid subpoena or warrant signed by a judge.



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KEEP IN TOUCH!

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