

# Application Denied: Time To Bring Employment Discrimination Suit Cannot Be Reduced By Contract

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By Deborah H. Share

Two years ago, the *Porzio Employment Law Monthly* newsletter covered an Appellate Division decision affirming the enforcement of a six-month limitations period on an employee's claims against an employer, found in an employment application. See *Rodriguez v. Raymours Furniture Co.*, 436 N.J. Super. 305 (App. Div. 2014). At that time, we warned that the good news for employers might be short-lived, depending upon any review by the New Jersey Supreme Court. Upon review, the New Jersey Supreme Court in fact reversed the decision - employers cannot contract with employees to reduce limitations periods for discrimination claims. *Rodriguez v. Raymours Furniture Co.*, 2016 WL 3263896 (N.J. June 15, 2016).

What does this mean for employers now?

To read the full article, please [click here](#).

