

Wage and Hour Law Abstract
N.J.S.A. 34:11-56a et seq.

STATUTORY MINIMUM WAGE RATE

Date	Most Employers	Seasonal & New Employees	Agricultural Employers	Cash Wage for Tipped Workers**	Wage for Long-Term Care Facility Direct Care Staff Members***
1-1-2021	\$13	\$10.30	\$10.30	\$5.15	\$11.10
1-1-2021	\$12	\$11.10	\$11.05	\$4.13	\$16
1-1-2022	\$13	\$11.90	\$11.85	\$5.13	\$16
1-1-2022	\$14	\$12.70	\$12.70	No Change	\$17
1-1-2024	\$15	\$13.50	\$13.50	No Change	\$18
1-1-2025	\$16	\$14.30	\$14.30	TBD	TBD
1-1-2026	TBD	\$15.10	\$15.10	TBD	TBD
1-1-2027	TBD	TBD	TBD	TBD	TBD

LABOR ON A FARM AT PIECE-RATE
Employees engaged on a piece-rate basis to harvest farm crops shall be paid for each day worked not less than the minimum hourly wage rate multiplied by the total number of hours worked.

PEANUTS
Any employer who violates any provision of this act shall be guilty of a disorderly persons violation and upon conviction shall be fined by a fine of not less than \$100 nor more than \$1,000.

WAGE ORDER REGULATIONS

Employees are covered by this wage order and regulations and must be paid not less than the statutory minimum wage.

Display this poster in a conspicuous place

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

Sick Leave
Earned Sick Leave
Notice of Employee Rights

Under New Jersey's Earned Sick Leave Law, most employees have a right to accrue up to 40 hours of earned sick leave per year. You are entitled to use up to 40 hours of earned sick leave for each year.

YOU HAVE A RIGHT TO EARNED SICK LEAVE.

- Domestic partner or civil union partner
- Parent
- Grandparent
- Spouse, domestic partner, or civil union partner of an employee's parent or grandparent
- Sibling of an employee's spouse, domestic partner, or civil union partner
- Any other individual related by blood to the employee
- Any individual whose close association with the employee is the equivalent of a family member

Rate of Accrual: You accrue earned sick leave at the rate of 1 hour for every 30 hours worked, up to a maximum of 40 hours of earned sick leave per year.

Display this poster in a conspicuous place

Family Leave
Private Family Leave Insurance Plan ("private plan")

New Jersey law provides up to 6 weeks of family leave insurance benefits. Beginning July 1, 2020, the law will allow up to 12 weeks of continuous family leave or 56 days of intermittent leave. Employees who are covered by family leave insurance can apply for benefits to:

- bond with a child within 12 months of the child's birth or placement by adoption or foster care.
- care for a family member with a serious health condition.
- care for a victim of domestic violence or a sexually violent offense or for a victim's family member.

State Family Leave Insurance Plan ("state plan")
You can get program information and an application for family leave benefits (Form FL-1) online at mylwdbenefits.nj.gov.

Display this poster in a conspicuous place

Records
Employer Obligation to Maintain and Report Records
Regarding Wages, Benefits, Taxes and Other Contributions and Assessments Pursuant to State Wage, Benefit and Tax Laws

On or before the 30th day following the close of each calendar year during which a self-insured private plan for temporary disability insurance is in effect, the employer must file a report with the Division of Temporary Disability Insurance containing the following information:

1. The name of the employer;
2. The address of the employer;
3. The birth date of the employee if the employee is under the age of 18;
4. The amount contributed by workers during that year;
5. The amount contributed by the employer each day and each workweek;
6. The amount of disability benefits paid during that year;
7. Direct cost of administration of the plan during that year, and
8. The number of employees covered by the plan as of December 31.

Prevailing Wage Law (N.J.S.A. 34:11-56.25 et seq.)
Specifically, it applies only when an employer enters into a contract in excess of the prevailing wage contract threshold amount for any public work. The term "public work" is defined as N.J.S.A. 16:26(b) to which any public body or a party to a project to be done on a property or premises owned by a public body or leased or to be leased by a public body.

Gender Inequity
Right to be Free of Gender Inequity or Bias in Pay, Compensation, Benefits or Other Terms and Conditions of Employment
New Jersey and federal laws prohibit employers from discriminating against an individual with respect to his/her pay, compensation, benefits, or terms, conditions or privileges of employment because of the individual's sex.

Family Members
The law recognizes the following individuals as "family members":

- Child (biological, adopted, or foster child, stepchild, legal ward, child of a domestic partner or civil union partner)
- Sibling
- Grandchild
- Sibling
- Spouse

NOTICE: In accordance with State Child Labor Law, N.J.S.A. 34:2-21.5, every employer that employs minors under 18 must keep and conspicuously post the Schedule of Hours of Minors Under 18 Years of Age with the following information: Names of minors under 18, schedule of hours, maximum daily and weekly hours permitted, daily in and out times, and meal period in and out times.

Wage Payment
To be posted in a conspicuous place
Chapter 173, Laws of New Jersey, 1965: Relating to Payment of Wages

All Employers Must Pay Wages to All Employees in Full at Least Twice a Calendar Month.
Executive and supervisory employees, however, may be paid at least once a calendar month. Payment shall be made on regular paydays designated in advance.

All Employers Shall Be Made From Employees' Wages Except:
Amounts authorized by law of the United States Law of payments to correct payroll errors. Contributions or payments authorized by employees either in writing or under a collective bargaining agreement for employee welfare - insurance - hospitalization - medical or surgical or - pension - retirement - profit-sharing plans - plans establishing individual retirement annuities on a group or individual basis - individual retirement accounts at any State or Federally chartered bank, savings bank, or savings and loan association - company-operated thrift plans - security option or security purchase plans to buy marketable securities - employee personal savings accounts such as credit unions, savings fund society, savings and loan and loan association - Christmas, vacation or other savings funds.

All Employers Shall:
Notify employees of time of being the rate of pay and the regular payday. Notify employees of changes in pay rates or paydays prior to the changes.

Display this poster in a conspicuous place

New Jersey Law Prohibits Discrimination in Employment

ON THE BASIS OF: Race, Creed, Color, National Origin, Age, Ancestry, Nationality, Marital or Domestic Partnership or Civil Union Status, Sex, Pregnancy, Breastfeeding, Gender Identity or Expression, Disability, Liability for Military Service, Affective or Sexual Orientation, Atypical Cellular or Blood Trait, Genetic Information (including the refusal to submit to genetic testing)

BY: Private or State and Local Government Employers, Employer Agencies, or Labor Unions

WITH RESPECT TO: Hiring, Promotion, Transfer, Demotion, Termination, Salary, Benefits, Other Privileges, Conditions or Terms of Employment, Layoff, Harassment, Apprenticeship and Training Programs, Job Referrals, or Union Membership

OR: In Retaliation for Filing a Complaint, Participating or Testifying in Any Proceedings or for Opposing Any Acts Forbidden under the New Jersey Law Against Discrimination

REMEDY MAY INCLUDE: An Order Restraining Unlawful Discrimination, Back Pay, Damages for Pain and Humiliation Experienced as a Result of Unlawful Discrimination, Punitive Damages, and Attorney's Fees

Violations should be reported to the nearest office of the NJ Division on Civil Rights at 866-405-3050 (Toll-Free) or online www.NJCivilRights.gov

FEDERAL LAW
Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on, among other things, an individual's sex. Title VII claims must be filed with the United States Equal Employment Opportunity Commission (EEOC) before they can be brought out court. Remedies under Title VII may include an order restraining unlawful discrimination, back pay, and compensatory and punitive damages.

SAFE ACT
The New Jersey Security and Financial Empowerment Act ("NJ SAFE ACT"), P.L. 2013-1, c.82, provides that certain employees are eligible to receive an unpaid leave of absence for a period not to exceed 20 days in a 12-month period, to address circumstances resulting from domestic violence or a sexually violent offense. To be eligible, the employee must be working at least 1,000 hours during the immediately preceding 12-month period.

SAFE ACT
Leave under the NJ SAFE ACT may be taken by an employee who is a victim of domestic violence, as that term is defined in N.J.S.A. 34:26-19, or a victim of a sexually violent offense, as that term is defined in N.J.S.A. 34:26-7.6. Leave may also be taken by an employee whose child, parent, spouse, domestic partner, or civil union partner is a victim of domestic violence or a sexually violent offense.

Division on Civil Rights logo and regional office addresses:

- Northwestern Regional Office**: 31 Clinton Street, Newark, NJ 07102
- Central Regional Office**: 140 East Front Street, P.O. Box 090, Atlantic City, NJ 08401
- Southern Regional Office**: 5 Executive Campus, Suite 107, Cherry Hill, NJ 08003
- South Shore Regional Office**: 1325 Boardwalk, Suite 107, Cherry Hill, NJ 08003

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