

NJ'S Minimum Wage:

NJ has enacted a law to phase in a \$15 minimum wage*

DATE	EMPLOYERS		
	Most	Seasonal & Small**	Agricultural
July 1, 2019	\$10	\$8.85	\$8.85
Jan. 1, 2020	\$11	\$10.30	\$10.30
Jan. 1, 2021	\$12	\$11.10	\$10.44
Jan. 1, 2022	\$13	\$11.90	\$10.90
Jan. 1, 2023	\$14	\$12.70	\$11.70
Jan. 1, 2024	\$15	\$13.50	\$12.50

*Different cash wage and phase-in times apply to tipped workers.

**Fewer than 6 employees

Paid Family & Medical Leave for NJ Workers

Do you need longer term paid leave for pregnancy, childbirth, illness/injury, or to care for a loved one?

You may qualify for Temporary Disability or Family Leave Benefits – most NJ workers do.

Visit myleavebenefits.nj.gov



KNOW YOUR NJ WORK RIGHTS

myworkrights.nj.gov



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You Have the Right to be Paid

For all hours worked and no less than the State minimum wage

Are you eligible for overtime?

You are owed 1.5 times your hourly rate of pay for hours worked over 40 hours/week.

Are you working on a publicly funded construction project, such as a school?

The contractor must pay you the prevailing wage for a public works job.

Are you an independent contractor?

You could be misclassified, and denied the right to unemployment, disability, family leave, minimum wage, equal pay and more.

Employers who break the law can face fines and penalties.

Paid Sick Time is the Law:

You have the right to care for yourself and loved ones

- Employers must provide 1 hour of paid sick leave for every 30 hours you work, up to 40 hours a year.
- It's against the law for employers to retaliate against you for using your sick leave.
- Use Paid Sick Leave for physical or mental health, to cope with sexual or domestic violence, your child's school appointments and more.

Learn more at mysickdays.nj.gov



If You Believe Your Rights Are Being Violated

**Minimum Wage • Overtime
Earned Sick Leave • Child Labor
Farmworkers**

Make a complaint at myworkrights.nj.gov

- **Keep track of your work hours**
- **Keep records of your pay**
- **Record your employer's contact information**

The NJ Department of Labor applies NJ labor laws without consideration to the immigration status of the worker. The Department will keep your information private, and will not share it with any federal immigration agency, unless required by an Open Public Records Act request, court order, or subpoena.

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