

NJ Minimum Wage

The minimum wage is more than \$15 for most workers.

- Find your minimum wage rate at nj.gov/labor/minwage or scan the QR code



NJ Work Rights & Benefits

Paid Family and Medical Leave

- Cash benefits to care for yourself or loved ones
- Job may be protected under federal/state law

Job-Related Injuries

You may be eligible for Workers' Compensation

Safe and Healthy Workplaces

Employers must follow state and federal OSHA standards

NJ Law Prohibits Discrimination at Work
njcivilrights.gov

AD-319 (1/25)

KNOW YOUR NJ WORK RIGHTS

myworkrights.nj.gov



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You Have the Right to be Paid

You're due the full amount of wages owed, for all hours worked, and no less than the applicable state minimum wage.

- **Overtime:** Most workers are owed 1.5 times regular hourly rate of pay for hours worked over 40 hours/week.
- **Public construction (i.e. schools, buildings, roads):** Contractor must register with State and pay prevailing wage.
- **Misclassified as an independent contractor (1099) or paid cash off the books:** You're not at fault, but you could be deprived of work rights and other benefits. Misclassified employees may be entitled to financial award.

Paid Sick Time is the Law

You have the right to care for yourself and loved ones.

- All employers regardless of size must provide 1 hour of paid sick leave for every 30 hours you work, up to 40 hours a year
- Can be used for physical or mental health, COVID-19 testing/vaccination/quarantine, your child's school appointments, to cope with sexual/domestic violence, and more
- Nearly all workers are covered: full-time, part-time, and temporary

Learn more at mysickdays.nj.gov



If You Believe Your Rights Are Being Violated

Protections cover most workers, and no matter how you are paid – cash, piece rate or salary.

- Keep track of your daily and weekly work hours and what you are paid.
- Make a complaint at myworkrights.nj.gov
- Employers that retaliate can face severe penalties.

NJDOL employees do not ask about immigration or citizenship and serve all workers regardless of their status. NJDOL will not share any information from an investigation with any federal immigration agency, unless legally required to do so.

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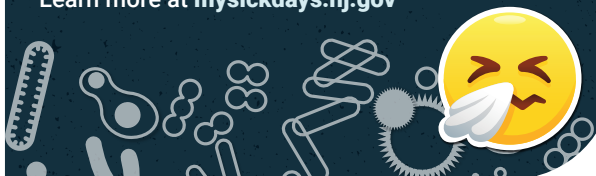
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