

New Jersey's Pay Transparency Law

Jobseekers and workers in New Jersey have the right to know the pay, benefits, and other compensation programs that an employer is offering **before** applying for a new job or transfer opportunity.



Job postings must have:

1. The hourly wage or salary of the position, or a range of the hourly wage or salary;
2. A general description of the benefits; and
3. Any other compensation programs for which the employee would be eligible.

Job posting requirements apply to any format of advertisement, such as job search websites, print advertisements, company newsletters, emails, social media and more.

Promotional Opportunities:

Employers must make reasonable efforts to notify current employees in affected departments about promotional opportunities. Promotional notifications must be placed within the employer's workplace where all employees in affected department(s) can see them, and on the employer's internet site (if an employer has one).



Questions or referrals?

Contact PayTransparency@dol.nj.gov



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NJ.gov/Labor/PayTransparency



Office of
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