

New Jersey Department of  
Labor and Workforce Development

# 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.



This guide is for informational purposes only. Please visit our website for complete information, forms, and FAQs at: <https://www.nj.gov/labor/myworkrights/wages/pay-transparency/> NOTE: NJ labor laws apply regardless of a worker's immigration status.

Learn More



The Pay Transparency law also requires that employers make reasonable efforts to make current employees aware of promotional opportunities. The law covers job postings in any format, including job search websites, print advertisements, company newsletters, emails, social media and more.

## Employers covered by the Pay Transparency law

Covered employers are any person, company, corporation, firm, labor organization, or association which:

- Has 10 or more employees over 20 or more calendar weeks; *and*
- Does business, employs persons, or takes applications for employment within New Jersey.

## Examples of covered employers:

*If a business has the minimum number of employees required under the law, a covered employer under the law may be a business:*

- Incorporated, headquartered, or having a store or office physically located in NJ.
- Based outside of NJ that has at least one employee who works in NJ.

- Based outside of NJ that regularly contracts with or sells products or services to NJ businesses or customers.
- Based outside of NJ that takes job applications from NJ residents.
- In NJ that secures employment for an employer for a fee.

### Job posting requirements under the Pay Transparency law

Employers must provide the following information in any posting for new jobs or transfer opportunities that it advertises externally or internally:

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.

#### 1. Wage or salary requirement

The job posting can include the exact hourly wage or salary, or a range of the hourly wage or salary being offered for the position.

- A pay range should have a **starting point and ending point**. For example, the job posting should say that workers will earn between \$25 and \$35 per hour.

#### 2. Benefits requirement

Under the Pay Transparency law, postings for a new job or transfer opportunity must include a general description of the benefits offered. The proposed Departmental rules would define the term “**benefits**” to mean employee fringe benefits, including, but not limited to the following:

- Health insurance, life insurance, disability insurance, paid time off (including vacation, holidays, personal leave and sick leave), training, and retirement benefits and/or pension benefits.

#### 3. Compensation programs requirement

The phrase, “**other compensation programs**” would be defined to mean methods of compensation other than the payment of traditional wages, such as but not limited to, commissions, bonuses and profit-sharing.

### Notice of promotional opportunities requirements under the Pay Transparency law

An employer must use *reasonable efforts* to make all current employees in its *affected departments* aware of promotion opportunities, whether those opportunities are advertised internally within the employer or externally on internet-based advertisements, postings, printed flyers, or other similar advertisements.

For more on *reasonable efforts* see the NJDOL Pay Transparency website at <https://www.nj.gov/labor/myworkrights/wages/pay-transparency/>

### Filing a complaint with NJDOL

Complaints can be filed online through our secure system or by mail or fax. In the section titled “Complaint Reason Details,” please check “Pay and Benefits Transparency” and enter information about your complaint regarding a violation of the law.

A trusted person, including a representative from a union or community-based organization, can help file a complaint or e-mail us on your behalf. For more details, contact us.

NJDOL has resources and multilingual staff who can help. We will work with you to make sure you can fully engage with us during the entire process.

### Information to be include in a complaint:

- A statement about when and how you learned about the alleged violation of the Pay Transparency law.
- A copy of the job posting missing the required information about the pay, benefits, or other compensation programs.
- If the job posting is available online, *please print or download a copy of the posting*, showing the date and web address where it was published. Because websites often change or may be taken down, **providing a web link alone may not be enough to support a complaint** as a web link may expire *before* an NJDOL investigator can review the posting.
- **For promotional opportunities:** If a posting or notice was not made available to a worker in an affected department who should have received the posting, please include that information in the statement of the facts section.



Office of  
Strategic Enforcement  
and Compliance

Learn More



MW-44C (12/25)