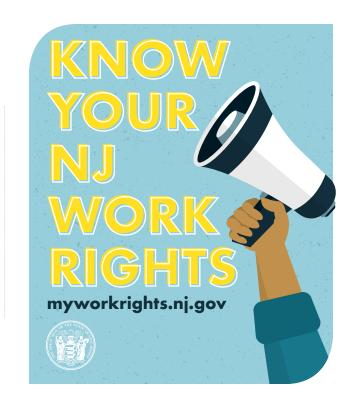
#### NJ'S Minimum Wage:

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

Date	Most Employers
July 1, 2019	\$10
January 1, 2020	\$11
January 1, 2021	\$12
January 1, 2022	\$13
January 1, 2023	\$14
January 1, 2024	\$15

\*Different phase-in times apply to small, seasonal and agricultural employers, and tipped workers.





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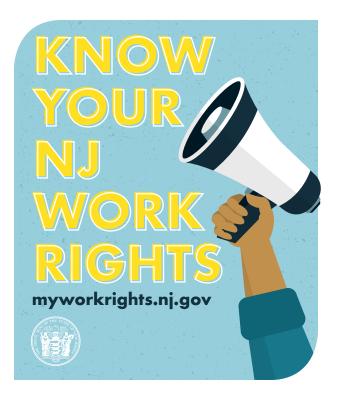
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Paid Family Leave for NJ Workers

Do you need longer term paid leave for pregnancy, childbirth, illness/injury, or to care for a family member?
You may qualify for Temporary Disability or Family Leave Benefits — most NJ workers do.

Visit myleavebenefits.nj.gov



## 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.

#### Paid Sick Time is the Law:

You have the right to care for yourself and family

- 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

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