

## 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.

## 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](https://myleavebenefits.nj.gov)



# KNOW YOUR NJ WORK RIGHTS

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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.

## 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](https://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](https://myworkrights.nj.gov)

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

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