

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 |
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| | |
|-----------------|------|
| January 1, 2021 | \$12 |
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| | |
|-----------------|------|
| January 1, 2022 | \$13 |
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| | |
|-----------------|------|
| 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



KNOW YOUR NJ WORK RIGHTS

myworkrights.nj.gov



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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



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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