

2026 NEW JERSEY LABOR LAWS

Journey Payroll & HR

This poster must be in a conspicuous place accessible to all employees.

This poster does not provide any legal advice and is distributed independently by each Journey Location. Poster up to date as of March 1, 2026

Minimum Wage:
\$15.92

Minimum Tip Wage:
\$6.05



New Jersey Department of Labor and Workforce Development

Wage and Hour Law Abstract

N.J.S.A. 34:11-56a et seq.

STATUTORY MINIMUM WAGE RATE

Employees are to be paid not less than the New Jersey minimum wage in accordance with the schedule below.

Date	Most Employers	Seasonal & Small Employers (new hire)	Agricultural Employers	Cash for Cash Workers	Wage for Long-Term Care Facility Direct Care Staff
1-1-2020	\$11	\$10.30	\$10.30	\$3.13	\$11.514 rate 1/1/2020
1-1-2021	\$12	\$11.10	\$10.30	\$4.13	\$16
1-1-2022	\$13	\$11.90	\$11.05	\$5.13	\$16
1-1-2023	\$14.13	\$12.93	\$12.01	\$5.56	\$17.13
1-1-2024	\$15.19	\$13.73	\$12.81	\$5.56	\$18.13
1-1-2025	\$16.19	\$14.53	\$13.40	\$5.42	\$18.49
1-1-2026*	\$16.92	\$15.23	\$14.20	\$6.05	\$18.92

*Minimum wage may continue to increase each January 1 based on a measure of inflation.

WAGE ORDER REGULATIONS

Employees in the occupations found below are covered by this wage order and regulations must be paid not less than the statutory minimum wage rate.

- Food processing of farm products
- Hotel and motel
- Food service (restaurant industry)
- Seasonal amusement

These regulations are contained in N.J.A.C. 12:26-11.1 et seq.

EXEMPTIONS

Exempt from the statutory minimum wage rate are full-time students employed by the college or university at which they are enrolled at not less than 85% of the effective minimum wage rate outside salesperson, salesperson of motor vehicles, part time employees primarily engaged in maintenance work, seasonal employees, and seasonal employees; and minors under 18 (EXCEPT that minors under 18 in the first proceeding for practice, hotels, motels, restaurants, retail, beauty and beauty salons, and other light manufacturing and apparel occupations are covered by the wage order rate as above and vocational school graduates with special permits under the Child Labor Law are covered by the statutory rate).

Employees at summer camps, conferences and retreats operated by any nonprofit or religious corporation or association are exempt from minimum and overtime rates during the months of June, July, August and September.

Conscientious Employee Protection Act "Whistleblower Act"

Employer retaliatory action; protected employee actions; employee responsibilities

- New Jersey law prohibits an employer from taking any retaliatory action against an employee because the employee does any of the following:
 - Discloses, or threatens to disclose, to a supervisor or to a public body an activity, policy or practice of the employer or another employer, with whom there is a business relationship, that the employee reasonably believes is in violation of a law, or a rule or regulation issued under the law, or, in the case of an employee who is a licensed or certified health care professional, reasonably believes constitutes improper quality of patient care;
 - Provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into any violation of law, or a rule or regulation issued under the law by the employer or another employer, with whom there is a business relationship, or, in the case of an employee who is a licensed or certified health care professional, provides information to, or testifies before, any public body conducting an investigation, hearing or inquiry into quality of patient care; or
 - Provides information involving deception of, or misrepresentation to, any shareholder, investor, client, patient, customer, employee, former employee, retiree or pensioner of the employer or any governmental entity.
- Provides information regarding any perceived criminal or fraudulent activity, policy or practice of deception or misrepresentation which the employee reasonably believes may defraud any shareholder, investor, client, patient, customer, employee, former employee, retiree or pensioner of the employer or any governmental entity.
- Objects to, or refuses to participate in, any activity, policy or practice which the employee reasonably believes:
 - is in violation of a law, or a rule or regulation issued under the law, or, in the case of an employee who is a licensed or certified health care professional, constitutes improper quality of patient care;
 - is fraudulent or criminal; or
 - is incompatible with a clear mandate of public policy concerning the public health, safety or welfare or protection of the environment. N.J.S.A. 34:19-3.
- The protection against retaliation, when a disclosure is made to a public body, does not apply unless the employee has brought the activity to the attention of the employer or the supervisor or the employee has been given the employer a reasonable opportunity to correct the activity, policy or practice. However, disclosure is not required where the employee reasonably believes that the activity, policy or practice is known to one or more supervisors of the employer who the employee fears physical harm as a result of the disclosure, provided that the situation is emergency in nature.

CONTACT INFORMATION

Your employer has designated the following contact person to receive written notifications, pursuant to paragraph 2 above (N.J.S.A. 34:19-4):

Name: _____

Address: _____

Telephone Number: _____

This notice must be conspicuously displayed.

Once each year, employees with 10 or more employees must distribute notice of this law to their employees. If you need this document in a language other than English or Spanish, please call 609-292-7032.

Right to be Free of Gender Inequity or Bias in Pay, Compensation, Benefits or Other Terms and Conditions of Employment

New Jersey and federal laws prohibit employers from discriminating against an individual with respect to higher pay, compensation, benefits, or terms, conditions or privileges of employment because of the individual's sex.

FEDERAL LAW

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on, among other things, an individual's sex. Title VII claims must be filed with the United States Equal Employment Opportunity Commission (EEOC) before they can be brought in court. Remedies under Title VII may include an order restraining unlawful discrimination, back pay, and compensatory and punitive damages.

The Equal Pay Act of 1963 (EPA) prohibits discrimination in compensation based on sex. EPA claims can be filed either with the EEOC or directly with the court. Remedies under the EPA may include the amount of the salary or wages due from the employer, plus an additional equal amount as liquidated damages.

Please be mindful that in order for a disparity in compensation based on sex to be actionable under the EPA, it must be for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions.

There are strict time limits for filing charges of employment discrimination. For further information, contact the EEOC at 800-669-4000 or at www.eeoc.gov.

NEW JERSEY LAW

The New Jersey Law Against Discrimination (LAD) prohibits employment discrimination based on, among other things, an individual's sex. LAD claims can be filed with the New Jersey Division on Civil Rights (NJDCR) or directly in court. Remedies under the LAD may include an order restraining unlawful discrimination, back pay, and compensatory and punitive damages.

Another State Law, N.J.S.A. 34:11-56.1 et seq., prohibits discrimination in the rate or method of payment of wages to an employee because of his or her sex. Claims under this wage discrimination law may be filed with the New Jersey Department of Labor and Workforce Development (NJLWD) or directly in court. Remedies under this law may include the full amount of the salary or wages owed, plus an additional equal amount as liquidated damages.

Please be mindful that under the State wage discrimination law a differential in pay between employees based on a reasonable factor or factors other than sex shall not constitute discrimination.

There are strict time limits for filing charges of employment discrimination. For more information regarding LAD claims, contact the NJDCR at 609-292-4005 or at www.njcivilrights.gov. For information concerning N.J.S.A. 34:11-56.1 et seq., contact the Division of Wage and Hour Compliance within the NJLWD at 609-292-2305 or at <http://lwd.state.nj.us>.

The Law Against Discrimination (LAD) Prohibits Discrimination and Harassment in Employment Based on Actual or Perceived

- Race or color
- National origin, nationality, or ancestry
- Religion or creed
- Gender identity or expression
- Disability
- Liability for military service
- Age
- Apparent cellular or blood test, genetic information

The law means people cannot be treated differently, harassed, or otherwise discriminated against on the basis of that membership in a protected class.

The law applies to all employers (including labor unions, apprenticeship and training programs, and employment agencies) and in all aspects of employment, including but not limited to:

- Recruitment and job posting
- Compensation, including salary and benefits
- Interviews and hiring decisions
- All terms, conditions, or privileges of employment
- Termination or transfer
- Membership in a union

Remedies may include monetary damages, an order to stop discriminatory harassment, adoption of new policies and procedures, attorney's fees, and more.

If you have experienced discrimination, contact the Division on Civil Rights

1-833-NJDCR4U NJCivRights.gov

No one can retaliate against you for reporting LAD violations, filing a discrimination complaint, or exercising other rights under the LAD.

New Jersey Child Labor Law Abstract

Kind of Employment	Minimum Age	Hours of Work Not to Exceed ^{1, 2}	Prohibited Hours	Certificate or Permit Required ²
Theatrical: Professional employment in a theatrical production, including stage, motion pictures, and television performances and releases.	None, but minors under 16 must be accompanied at all times by an adult who is a parent, guardian, or representative of employer.	Under 16: no more than 2 hours of production ³ daily or 8 weekly, 5 hours daily, 24 hours weekly, 6 days a week, (includes rehearsal time. Combined hours of school and work not to exceed 8 hours daily.) 16 & 17 years old: 6, 8 hours daily, 6 days a week	Under 16: Before 6 a.m. After 11:30 p.m. ⁵	Under 16: Special Theatrical Permit
Agriculture: No restrictions on work performed outside school hours in connection with minor's own home and directly for or on behalf of parent or legal guardian.	12 years old Outside school hours 16 years old During school hours	10 hours daily 6 days a week 10 hours daily 6 days a week	None	12-15 years old only Special Agricultural Permit
Newspaper Carriers: Minors who deliver, solicit, sell and collect for newspapers outside of school hours on residential routes.	11 years old	Combined hours of school and work not to exceed 8 hours daily, 40 hours weekly, 7 days	11-13 years old Before 6 a.m. After 7 p.m. 14-17 years old Before 5:30 a.m. After 8 p.m.	11-17 years old NJ publishers may issue Special Newspaper Carrier Permit or local issuing officer may issue: Special Permit (11-15 years old) or Employment Certificate (16-17 years old).
Street Trades: Minors who sell, offer for sale, solicit for, collect for, display, or distribute any articles, goods, merchandise, commercial services, circulars, newspapers or magazines or in blocking places on any street or other public place or from house to house.	14 years old Outside school hours 16 years old During school hours	When school is in session: 3 hours per day 10 hours per week During school vacation: 8 hours per day 40 hours per week 6 days per week 8 hours per day 40 hours per week 6 days per week	14-15 years old Before 7 a.m. After 7 p.m. 16-17 years old Before 6 a.m. After 11 p.m.	Special Street Trades Permit or Employment Certificate
General Employment: Includes mercantile establishments, golf carting, private bowling alleys, offices, gas stations, garages, and other places of work where gainful occupations unless otherwise specified.	14 years old	When school is in session: 3 hours per day 10 hours per week When school is not in session: 8 hours per day 40 hours per week 6 days per week	14-15 years old Before 7 a.m. After 7 p.m.	Employment Certificate
Restaurant and Seasonal	Same as for General Employment except that minors at least 16 years old may be employed after midnight during regular school vacation season, if work begins before 11 p.m. on the previous day, or on work date that do not begin on a school day, with special written permission from a parent or guardian. Must not be employed after 3 a.m. or before 6 a.m. on a day before a school day.	Same as for General Employment except that minors at least 16 years old may be employed as pinsetters, lane attendants, or bus-persons until 11:30 p.m. — but during the school term the minor must have a special permit.	None	Employment Certificate
Public Bowling Alleys	Same as for General Employment except that minors at least 16 years old may be employed as pinsetters, lane attendants, or bus-persons until 11:30 p.m. — but during the school term the minor must have a special permit.	Same as for General Employment except that minors at least 16 years old may be employed as pinsetters, lane attendants, or bus-persons until 11:30 p.m. — but during the school term the minor must have a special permit.	None	Employment Certificate
Domestic Services in Private Homes	14 years old Outside of school hours 16 years old During school hours	No restrictions Outside of school hours in 16 are limited to 3 hours per day, 18 hours per week when school is in session	None	Special Certificate
Messengers for Communications Companies Under Supervision and Control of the F.C.C.	14 years old Outside of school hours 16 years old During school hours	No restrictions	None	Employment Certificate
Factory	16 years old	8 hours per day 40 hours per week During summer vacation: 10 hours per day 50 hours per week 6 days per week	When school is in session: After 10 p.m. During summer vacation: Before 6 a.m. and After 10 p.m.	Employment Certificate

Domestic Services in Private Homes	14 years old Outside of school hours 16 years old During school hours	No restrictions Outside of school hours in 16 are limited to 3 hours per day, 18 hours per week when school is in session	None	Special Certificate
Messengers for Communications Companies Under Supervision and Control of the F.C.C.	14 years old Outside of school hours 16 years old During school hours	No restrictions	None	Employment Certificate
Factory	16 years old	8 hours per day 40 hours per week During summer vacation: 10 hours per day 50 hours per week 6 days per week	When school is in session: After 10 p.m. During summer vacation: Before 6 a.m. and After 10 p.m.	Employment Certificate

Punishment for Violations of Child Labor Law

Whoever employs or permits or suffers any minor to be employed in violation of this act, or of any order or ruling issued under the provisions of this act, or obstructs the Department of Labor and Workforce Development, its officers or agents, or any other persons authorized to inspect places of employment under this act, or hinders or hinders under his control or custody any minor, permits or suffers him to be employed or to work in violation of this act, shall be guilty of a crime.

If a defendant acts knowingly, an offense under this section will be a crime of the fourth degree. Otherwise it will be a disorderly persons offense and the defendant will be fined not more than \$250 for a first violation and up to a maximum of \$500 for a second violation, and up to a maximum of \$1,000 for a third violation, and up to a maximum of \$1,000 for a fourth violation.

Each day during which any violation of this act continues will constitute a separate and distinct offense, and the employment of any minor in violation of the act will, with respect to each minor so employed, constitute a separate and distinct offense.

As an alternative to or in addition to any other sanctions provided by law for violations of P.L. 1990, c. 125 (N.J.A.C. 34:21-1 et seq.), when the Commissioner of Labor and Workforce Development finds that an individual has violated that act, the commissioner is authorized to assess and collect administrative penalties of up to \$500 for a first violation, up to \$1,000 for a second violation, and up to \$2,500 for a third violation, and up to \$5,000 for a fourth violation, and up to \$5,000 for a fifth violation, and up to \$5,000 for a sixth violation, and up to \$5,000 for a seventh violation, and up to \$5,000 for an eighth violation, and up to \$5,000 for a ninth violation, and up to \$5,000 for a tenth violation, and up to \$5,000 for an eleventh violation, and up to \$5,000 for a twelfth violation, and up to \$5,000 for a thirteenth violation, and up to \$5,000 for a fourteenth violation, and up to \$5,000 for a fifteenth violation, and up to \$5,000 for a sixteenth violation, 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