New Jersey Enacts Pay Transparency Law



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On November 18, 2024, Governor Phil Murphy signed Public Law 2024, Chapter 91, a law aimed at promoting pay equity. Starting June 1, 2025, employers will be required to disclose compensation details when advertising new job openings and notifying employees of internal promotional opportunities.

The law applies to employers (defined broadly to include any persons, companies, corporations, firms, labor organizations, associations, government entities, and municipalities) that have ten or more employees working over 20 calendar weeks and conduct business, employ workers, or accept job applications in New Jersey. Under the new law, employers must include information on hourly wages, salaries, or pay ranges, along with a general description of benefits, in all job postings. This applies to both external job openings and internal transfers or promotions. Employers retain flexibility to increase compensation and benefits when making an offer for employment to an applicant. Additionally, employers must maintain records of all job postings, including details about pay ranges and benefits.

Noncompliance with the law may result in civil penalties, with fines of up to $300 for a first violation and $600 for each subsequent violation. Each noncompliant posting or promotional opportunity counts as a separate violation, though duplicate listings across multiple platforms will not incur additional penalties.

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