New Jersey Pay Transparency Law Now In Effect



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We remind New Jersey employers that, as of June 1, 2025, all internal and external job postings must include the job's hourly wage or salary (or range) and a general description of the benefits and compensation programs associated with the job. New Jersey employees must also try to make promotional opportunities known to all current employees in the affected department before making a promotional decision, subject to a few exceptions. A covered employer is an organization with ten or more employees which "does business, employs persons, or takes applications for employment within" New Jersey.

Our more detailed summary of this new law may be found here and compliance guidance from the New Jersey Department of Labor & Workforce Development may be found here.

For more information on your organizations' obligations under the New Jersey's Pay Transparency Act please contact:

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