

New Jersey labor law checklist 2026

Minimum wage	\$15.92 an hour. \$15.92 for most employers; \$15.23 for seasonal employers and employers with fewer than 6 employees.
Tipped cash wage	\$6.05
Next change	\$16.48 for most employers on January 1, 2027
Overtime	The federal FLSA rule applies: overtime at 1.5 times the regular rate after 40 hours in a workweek. There is no daily overtime rule.
Exempt salary test	Federal \$684 a week (\$35,568 a year).
Meal breaks	No state meal break law for adult employees. Federal law doesn't require meal breaks either, but if you give one of 30 minutes or more and the employee is fully relieved of duty, it can be unpaid.
Rest breaks	No state rest break law for adults. Under federal law, short breaks of 5 to 20 minutes that you choose to give must be paid.
Final pay if fired	By the next regular payday.
Final pay if they quit	By the next regular payday.
Unused PTO	Not required by state law. Follow your written policy or contract, and apply it consistently.
Paid sick leave	Earned Sick Leave: 1 hour for every 30 hours worked, up to 40 hours a year, for employers of every size.
Paid family leave	Family Leave Insurance and Temporary Disability Insurance: up to 12 weeks of paid family leave and 26 weeks of disability benefits, funded by payroll contributions.
Pay transparency	Required for employers with 10 or more employees since June 1, 2025: pay range and benefits in postings, and promotion notices to current staff.
New hire reporting	Report each new hire within 20 days of the hire date, the federal deadline.
State income tax	Withhold state income tax.
State agency	New Jersey Department of Labor and Workforce Development: https://www.nj.gov/labor/

What trips up New Jersey employers

- ☐ Seasonal employers and those with fewer than 6 employees have a lower minimum wage.
- ☐ Pay ranges must appear in postings for employers with 10 or more employees.
- ☐ New Jersey uses the ABC test for independent contractors, with steep penalties for misclassification.
- ☐ Check the minimum wage on January 1 and July 1, and update payroll and posters.
- ☐ Confirm final pay timing before every termination meeting.

All 50 states and DC, comparison tables, and a free CSV: hrtally.com/state-labor-laws

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