Pay Transparency in New Jersey

What every worker and employer needs to know

Agard Research Associates Inc.

A nonpartisan, nonprofit research institute | Information current as of October 24, 2026

The Bottom Line: Pay belongs in the posting

Since June 1, 2025, most postings for New Jersey jobs must state the pay, or a pay range, and describe the benefits.
The law is binding for public and private employers with 10 or more employees.

01 The posted pay is a floor, not a ceiling. An employer may offer more at hire.

02 A stricter proposal is not law as of October 24, 2026; the state proposes dropping its range cap.

03 If a posting breaks the law, the remedy is a free state complaint, not a lawsuit.

What every job posting must show

01	**The rule.** Every posting for a new job or a transfer, posted publicly or only inside the company, must include the pay and the benefits.
02	**The pay.** An hourly wage or a salary, shown as one exact number or as a range.
03	**The benefits.** Named items such as health insurance, paid time off, or a retirement plan, plus other pay like bonuses or commissions. "Great benefits" alone does not count.
04	**Who is covered.** Public and private employers with 10 or more employees in total, counted everywhere they operate, that do business or hire in New Jersey.

Three more rules employers must know

01

Promotions

Before deciding on a promotion, an employer must make reasonable efforts to tell current employees in the affected department. Two exceptions: promotions for years of experience or performance, and emergencies after an unforeseen event.

02

Temp and consulting firms

An ad that builds a pool of applicants for future openings may leave pay out, but the firm owes the details at the interview or hire for a specific job.

03

Penalties

Up to $300 for a first violation and $600 for each one after, counted per job opening, so 50 faulty openings mean 50 penalties.

These duties come from the statute itself. The proposed add-ons, including a range cap the state now proposes to drop, are not law.

The numbers behind the law

81 cents

The national pay gap

What women working full time, year round were paid in 2024 per dollar paid to men, per Census data.

59%

Postings that show pay

Share of U.S. postings on Indeed showing pay by May 2025, about triple the early 2020 share.

3.8x

More applications

How many more applications postings with pay draw, compared with postings that hide it.

New Jersey's own gap was about 78 cents in 2023. Full citations appear in the ARA report.

What is law, and what is only a proposal?

The law, in effect now

Binding since June 1, 2025.

Every covered posting must carry the pay figure or range plus a description of benefits and other compensation.

It applies to internal transfer notices as well as public ads, and covers temp firm placements for specific jobs.

The proposal, not law

Proposed September 15, 2025. Not adopted as of October 24, 2026; it would expire March 15, 2027 if not adopted.

As first written, it would cap range width at 60 percent above the bottom. On October 19, 2026, the state proposed dropping that cap; comments are due December 18, 2026.

Open-ended ranges like "$17 an hour and up" would still be banned. A clearly labeled link to the full details could satisfy it. Careful employers already follow it.

Both sides of the question

01

Supporters say

Posted pay lets people judge a job before applying, helps current workers check whether their own pay is in line, and works against the gaps shown earlier. The law's sponsors and NJDOL make this case.

02

Employer groups say

Most accepted disclosure itself. Their concerns aim at the proposed add-ons: a fixed 60 percent cap, which the state has since proposed dropping, fits some jobs poorly, and rules for outside job boards must stay workable for small businesses.

03

The research record

One major study found average pay about 2 percent lower under one kind of transparency policy, because employers bargain harder when every raise is visible. It is a caution for both sides.

Consistent with ARA's nonpartisan mandate, the report presents both cases on equal terms.

If the pay or benefits are missing

The remedy:

FREE

Any worker in New Jersey can complain, in any language, regardless of immigration status.

1. First, save the posting

2. Keep a copy showing the date and the web address. Online ads disappear fast.

3. Then file with the state:

- Online at nj.gov/labor, by mail, or by fax

- In the online form, choose Other and describe it

- No lawyer needed; a union or community group can file for you

- Workers cannot sue under this law. The state enforces it, and New Jersey law separately protects workers who ask about or discuss pay.

Where things stand in late 2026

01

Enforcement

NJDOL's first initiative, announced March 18, 2026, corrected postings at 42 large employers, including well known companies and school districts. Penalties were waived because they cooperated.

02

Washington

Federal law has protected private sector workers who discuss pay since 1935, but no federal law requires pay in postings. Fourteen states and D.C. now require it (Virginia, Maine, and Connecticut since 2026); federal bills remain in committee.

03

Jersey City

The city has its own stricter 2022 rule: employers headquartered there with five or more workers, counting independent contractors, must post a minimum and a maximum plus benefits.

ARA is monitoring the proposed state rules, which would expire March 15, 2027 if not adopted, and will update this guide if they change.

What you can do with this today

01	Job hunting. Compare posted pay before applying, and treat the figure as a starting point. Employers may pay above it.
02	Already working. Look up postings for jobs like yours to see whether your own pay is in line.
03	Running a small employer or nonprofit. Count your whole workforce against the 10-employee threshold, and put real numbers and named benefits in every posting.
04	Keeping records. Save copies of what you post. The state's free guide, in English and Spanish, is at nj.gov/labor under My Work Rights.

Free help is available

N.J. Department of Labor

nj.gov/labor

The state's free guide, in English and Spanish, under My Work Rights. Complaints are free: online, by mail, or by fax.

Legal Services of N.J.

lsnj.org

Free civil legal help on workplace and other issues for residents who qualify by income.

N.J. Division on Civil Rights

njcivilrights.gov

Handles pay discrimination and retaliation complaints under state civil rights law.

Checking a posting costs nothing

The pay is in the posting. That is the law.

Check the posting | Save a copy | nj.gov/labor

Agard Research Associates Inc. is a nonpartisan, nonprofit research institute in New Jersey.
This presentation summarizes ARA's policy analysis, Pay and Benefits Transparency in New Jersey Employment (updated October 2026). It does not support or oppose any party, candidate, or legislation, and it is general information, not legal advice. Version 1.1, October 2026.

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