ARA

Pay and Benefits Transparency in New Jersey Employment

A Policy Analysis of the New Jersey Pay and Benefits Transparency Act (P.L. 2024, c. 91), Its Proposed Implementing Regulations, the Federal Legal Landscape, and Measured Effects of Pay Transparency Policy

Alyssa I. Agard

References

Act of Nov. 18, 2024, ch. 91, 2024 N.J. Laws (codified at N.J. Stat. Ann. § 34:6B-23), available at https://pub.njleg.state.nj.us/Bills/2024/PL24/91_.PDF.

Administrative Procedure Act, N.J. Stat. Ann. § 52:14B-4.10.

Baker, Michael, Yosh Halberstam, Kory Kroft, Alexandre Mas, and Derek Messacar. 2023. "Pay Transparency and the Gender Gap." *American Economic Journal: Applied Economics* 15 (2): 157-183.

Bennedsen, Morten, Elena Simintzi, Margarita Tsoutsoura, and Daniel Wolfenzon. 2022. "Do Firms Respond to Gender Pay Gap Transparency?" *Journal of Finance* 77 (4): 2051-2091.

Bureau of Labor Statistics. 2025. *Highlights of Women's Earnings in 2024.* BLS Reports. Washington, DC: U.S. Department of Labor. https://www.bls.gov/opub/reports/womens-earnings/2024/home.htm (July 14, 2026).

Bureau of Labor Statistics, Mid-Atlantic Information Office. 2024. "Women's Earnings in New Jersey - 2023." News release. https://www.bls.gov/regions/mid-atlantic/news-release/womensearnings_newjersey.htm (July 14, 2026).

City of Jersey City, Women's Advisory Board. n.d. "Pay Transparency: The Law in Jersey City." Jersey City, NJ.

Congress.gov. 2026a. "H.R. 1600, 118th Congress (2023-2024): Pay Equity for All Act of 2023." https://www.congress.gov/bill/118th-congress/house-bill/1600 (July 14, 2026).

Congress.gov. 2026b. "H.R. 2007, 119th Congress (2025-2026): Salary Transparency Act." https://www.congress.gov/bill/119th-congress/house-bill/2007 (October 24, 2026).

Conn. Pub. Act No. 26-12, § 2 (2026) (amending Conn. Gen. Stat. § 31-40z), available at https://www.cga.ct.gov/2026/ACT/PA/PDF/2026PA-00012-R00HB-05003-PA.PDF.

Cullen, Zoë B. 2024. "Is Pay Transparency Good?" *Journal of Economic Perspectives* 38 (1): 153-180.

Cullen, Zoë B., and Bobak Pakzad-Hurson. 2023. "Equilibrium Effects of Pay Transparency." *Econometrica* 91 (3): 765-802.

Diane B. Allen Equal Pay Act, ch. 9, 2018 N.J. Laws (codified in scattered sections of N.J. Stat. Ann. tit. 10, ch. 5).

Epstein Becker Green. 2026. “What to Expect in 2026: New Jersey Employment Law Developments and Posting Mandates.” January. https://www.ebglaw.com/insights/publications/what-to-expect-in-2026-new-jersey-employment-law-developments-and-posting-mandates (July 14, 2026).

Equal Pay Act of 1963, 29 U.S.C. § 206(d).

Equal Rights Advocates. 2025. “New Census Bureau Numbers Shed Light on Worsening Pay Gaps for Women.” September. https://www.equalrights.org/news/new-census-bureau-numbers-shed-light-on-continuing-pay-gaps-for-women-2/ (July 14, 2026).

Exec. Order No. 13,665, 79 Fed. Reg. 20,749 (Apr. 8, 2014).

Exec. Order No. 14,173, 90 Fed. Reg. 8,633 (Jan. 31, 2025).

Foley and Lardner LLP. 2026. “3 New Pay Transparency State Laws Raise Compliance Risks.” June 12. https://www.foley.com/insights/publications/2026/06/3-new-pay-transparency-state-laws-raise-compliance-risks/ (October 24, 2026).

HR Dive. 2024. “Salary Transparency Is Trending Up but at a Slower Pace, Indeed's Hiring Lab Finds.” October. https://www.hrdive.com/news/salary-transparency-is-trending-up-but-at-a-slower-pace/731502/ (July 14, 2026).

Indeed. 2025. “Pay Transparency Across High-Earning Sectors.” Indeed Newsroom, September. https://www.indeed.com/news/releases/pay-transparency-across-high-earning-sectors (July 14, 2026).

Indeed Hiring Lab. 2024. “Indeed's 2025 US Jobs and Hiring Trends Report: What to Expect When You're Expecting a Soft Landing.” December 10. https://www.hiringlab.org/2024/12/10/indeed-2025-us-jobs-and-hiring-trends-report/ (July 14, 2026).

Indeed Hiring Lab. n.d. “Pay Transparency Tracker.” Data repository. https://github.com/hiring-lab/pay-transparency (July 14, 2026).

Institute for Women's Policy Research. 2024. *Gender and Racial Wage Gaps Worsened in 2023.* Fact Sheet IWPR #C527. Washington, DC. https://iwpr.org/wp-content/uploads/2024/09/IWPR-National-Wage-Gap-Fact-Sheet-2024.pdf (July 14, 2026).

Jersey City, N.J., Ordinance 22-026 (adopted Mar. 23, 2022) (codified at Jersey City, N.J., Code § 148-4.1), available at https://cityofjerseycity.civicweb.net/document/64623/Pay%20Transparency%20Ordinance.pdf?handle=2AC02EF375634143A9F735C75E1366E4

Jersey City, N.J., Ordinance 22-045 (adopted June 15, 2022) (amending Jersey City, N.J., Code § 148-4.1).

Ledbetter v. Goodyear Tire and Rubber Co., 550 U.S. 618 (2007).

Lilly Ledbetter Fair Pay Act of 2009, Pub. L. No. 111-2, 123 Stat. 5.

Maine Legislative Council. 2026. *Legislative Digest of Bills and Summaries of Enacted Laws: 132nd Legislature, Second Regular Session*. Prepared by the Office of Policy and Legal Analysis and the Office of Fiscal and Program Review. Augusta, ME. May. https://legislature.maine.gov/doc/12558 (October 24, 2026).

Me. Stat. tit. 26, § 622-A (2026), enacted by 2025 Me. Laws ch. 771 (L.D. 54), available at https://legislature.maine.gov/legis/bills/getPDF.asp?paper=HP0018&item=7&snum=132.

National Labor Relations Act §§ 2, 7, 29 U.S.C. §§ 152, 157.

National Women's Law Center. 2025. "For the First Time Ever, Census Bureau Data Shows Gender Wage Gap Widening for a Second Year in a Row." September. https://nwlc.org/press-release/for-the-first-time-ever-census-bureau-data-shows-gender-wage-gap-widening-for-a-second-year-in-a-row/ (July 14, 2026).

National Women's Law Center. 2026. "The Wage Gap, State by State." https://nwlc.org/resource/wage-gap-state-by-state/ (July 14, 2026).

New Jersey Business and Industry Association. 2025. "Public Comments to NJDOLWD on Proposed Wage Transparency Rules." November 14. https://njbia.org/wp-content/uploads/2025/11/NJBIA-Public-Comments-to-NJDOLWD-On-Proposed-Wage-Transperency-Rules.pdf (October 24, 2026).

New Jersey Department of Labor and Workforce Development. 2025. "New Law Requiring Employers to Post Salary Ranges and Benefits Information Is Effective June 1." Press release, May 30. https://www.nj.gov/labor/lwdhome/press/2025/20250530_Salary_Ranges.shtml (July 14, 2026).

New Jersey Department of Labor and Workforce Development. 2026a. "Department of Labor Works with Top New Jersey Employers to Ensure Compliance with Pay Transparency Law." Press release, March 18. https://www.nj.gov/labor/lwdhome/press/2026/20260318_pay_transparency.shtml (July 14, 2026).

New Jersey Department of Labor and Workforce Development. 2026b. "New Jersey Pay and Benefits Transparency Law." My Work Rights. https://www.nj.gov/labor/myworkrights/wages/pay-transparency/ (October 24, 2026).

New Jersey Law Against Discrimination, N.J. Stat. Ann. § 10:5-12(r).

New Jersey Legislature. 2024. "S2310: Requires Transparency Concerning Compensation with Promotional Opportunities and in Employment Listings." https://www.njleg.state.nj.us/bill-search/2024/S2310 (July 14, 2026).

N.J. Exec. Order No. 7 (Jan. 23, 2026), available at https://nj.gov/infobank/eo/057sherrill/pdf/EO-7.pdf.

Norton, Eleanor Holmes. 2025. "Norton Introduces Bill to Require Employers to Advertise Salary Range for Jobs in Advertisements and Interviews." Press release, March 11. https://norton.house.gov/media/press-releases/norton-introduces-bill-require-employers-advertise-salary-range-jobs (July 14, 2026).

Obloj, Tomasz, and Todd Zenger. 2022. "The Influence of Pay Transparency on (Gender) Inequity, Inequality and the Performance Basis of Pay." *Nature Human* ***Behaviour*** 6 (5): 646-655.

Pay Equity for All Act of 2023, H.R. 1600, 118th Cong. (2023).

Paycheck Fairness Act, S. 1115, 119th Cong. § 10 (2025).

Penalty Enforcement Law of 1999, N.J. Stat. Ann. §§ 2A:58-10 to 2A:58-12.

Requirements for Notification of Promotion, New Job, and Transfer Opportunities, 57 N.J. Reg. 2220(a) (proposed Sept. 15, 2025) (to be codified at N.J. Admin. Code tit. 12, ch. 74).

Requirements for Notification of Promotion, New Job, and Transfer Opportunities, 58 N.J. Reg. 2297(a) (Oct. 19, 2026) (notice of proposed substantial change on adoption of proposed N.J. Admin. Code § 12:74-4.1), available at https://www.nj.gov/labor/assets/PDFs/Legal%20Notices/Notices%20of%20Proposal/58%20N.J.R.%202297_a_.pdf.

Rules for Agency Rulemaking, N.J. Admin. Code §§ 1:30-6.2, 1:30-6.3 (2026).

S. 2310, 221st Leg., First Reprint (N.J. 2024).

Salary History Inquiry Restrictions, N.J. Stat. Ann. § 34:6B-20.

Salary Transparency Act, H.R. 1599, 118th Cong. (2023).

Salary Transparency Act, H.R. 2007, 119th Cong. (2025).

Teamed. 2026. "Pay Transparency Laws by State (2026)." Position as of October 1. https://www.teamed.global/pay-transparency-laws-by-state (October 24, 2026).

Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e to 2000e-17.

U.S. Census Bureau. 2026. "Equal Pay Day: March 26, 2026." America Counts: Stories. https://www.census.gov/newsroom/stories/equal-pay-day.html (July 14, 2026).

Va. Code Ann. § 40.1-28.7:12 (2026), enacted by 2026 Va. Acts ch. 1063 (H.B. 636), available at https://lis.virginia.gov/bill-details/20261/HB636.

Document control. Version 1.1, October 2026 (revises Version 1.0, July 2026). Author: Alyssa I. Agard, President and Chief Executive Officer.

Revision note. Version 1.1 reports the Department's October 19, 2026 notice proposing to withdraw the 60 percent range cap and its bearing on when the proposal expires, Executive Order No. 7 (2026), and the Virginia, Maine, and Connecticut posting requirements that took effect in 2026, and it brings all statements of legal status current to October 24, 2026.

Approved by: **Alyssa I. Agard**, President and Chief Executive Officer.

Contact: https://www.agardresearchassociates.org/contact-us

Pay and Benefits Transparency in New Jersey Employment: A Policy Analysis of the New Jersey Pay and Benefits Transparency Act (P.L. 2024, c. 91), Its Proposed Implementing Regulations, the Federal Legal Landscape, and Measured Effects of Pay Transparency Policy © 2026 by Agard Research Associates Inc. is licensed under CC BY-NC-ND 4.0.

To view a copy of this license, visit https://creativecommons.org/licenses/by-nc-nd/4.0/