

New Jersey Pay Transparency Law Now In Effect

Labor & Employment Law Alert

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Jay Sabin, Esq.
Member, Labor and Employment



Ashley L. Matias, Esq.
Associate, Labor and Employment

BRACH | EICHLER^{LLC}
Counsellors at Law



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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:

Jay Sabin, *Member, Labor and Employment Practice* at 917-596-8987 or jsabin@bracheichler.com or Ashley L. Matias, *Associate, Labor and Employment Practice* at 973-364-8330 or amatias@bracheichler.com

Authors

The following attorneys contributed to this insight.



Jay Sabin

Member

Labor and Employment, Cannabis Industry

917.596.8987 · 973.618.5907 Fax

jsabin@bracheichler.com



Ashley L. Matias

Associate

Labor and Employment

973-364-8330 · 973-618-5997 Fax

amatias@bracheichler.com