

CHAPTER 399

AN ACT requiring the disclosure of certain wage information to employees and amending P.L.1965, c.173.

BE IT ENACTED by the Senate and General Assembly of the State of New Jersey:

1. Section 6 of P.L.1965, c.173 (C.34:11-4.6) is amended to read as follows:

C.34:11-4.6 Dissemination of information; records.

6. Every employer shall:

a. Notify his employees at the time of hiring, of the rate of pay, and of the regular payday designated by the employer in accordance with section 2 of P.L.1965, c.173 (C.34:11-4.2).

b. Notify his employees of any changes in the pay rates or pay days prior to the time of such changes.

c. Furnish each employee with a statement of deductions made from his wages in accordance with section 4 of P.L.1965, c.173 (C.34:11-4.4) for each pay period those deductions are made. Every employer with 10 or more employees, including public employers, shall include in that statement:

(1) the employee's gross wages;

(2) the employee's net wages;

(3) the employee's rate of pay; and

(4) if relevant to the wage calculation, the number of hours worked by the employee during the pay period.

An employer may provide the statement required pursuant to this section electronically, unless the employee requests that the statement be provided in a paper format.

As used in this subsection, "public employers" means the State of New Jersey, or the several counties and municipalities thereof, or any other political subdivision of the State, or a school district, or any special district, or any authority, commission, or board, or any branch or agency of the public service.

d. Keep posted in a place accessible to his employees an abstract of P.L.1965, c.173 (C.34:11-4.1 et seq.) furnished by the commissioner, and

e. Make such records as to the persons employed by him, including wage and hour records and preserve such records for such periods of time, as the commissioner shall prescribe by regulation as necessary or appropriate for the enforcement of the provisions of P.L.1965, c.173 (C.34:11-4.1 et seq.), provided that records of the number of hours worked shall not be required as to any person employed in a bona fide executive, administrative or professional capacity or in the capacity of outside salesman 18 years of age or older where the wages of such person or persons are not determined by the number of hours worked.

2. This act shall take effect on the 120th day next following enactment.

Approved January 21, 2020.