

Minimum Wage

Department of Labor and Workforce Development

Wage and Hour Law Abstract

N.J.S.A. 34:11-56a et seq.

STATUTORY MINIMUM WAGE RATE
Employees are to be paid not less than the New Jersey minimum wage in accordance with the schedule below.

Date	Most Employers	Seasonal & Small Employers (fewer than 6)	Agricultural Employers	Cash for Tipped Workers	Wage for Long-Term Care Facility Direct Care Staff
1-1-2020	\$11	\$10.30	\$10.30	\$3.13	\$11-\$14 as of 11/1/20
1-1-2021	\$12	\$11.10	\$10.30	\$4.13	\$15
1-1-2022	\$13	\$11.90	\$11.05	\$5.13	\$16
1-1-2023	\$14.13	\$12.93	\$12.01	\$5.26	\$17.13
1-1-2024	\$15.13	\$13.73	\$12.81	\$5.26	\$18.13
1-1-2025	\$15.49	\$14.53	\$13.40	\$5.62	\$18.49
1-1-2026*	\$15.92	\$15.23	\$14.20	\$6.05	\$18.92

* Minimum wage may continue to increase each January 1 based on a measure of inflation.

OVERTIME

Overtime is payable at the rate of 1.5 times the employee's regular hourly rate for hours worked in excess of 40 in any work week except where otherwise specifically provided by wage order.

- Exempt from the overtime entitlement are:
- executive, administrative, and professional employees
 - employees engaged in labor on a farm relative to raising or care of livestock; and
 - limousine drivers.

WAGE ORDER REGULATIONS

Employees in the occupations found to be covered by this wage order and regulations and must be paid not less than the statutory minimum wage rate.

- First processing of farm products
- Hotel and motel
- Food service (restaurant industry)
- Seasonal amusement

These regulations are contained in N.J.A.C. 12:56-11.1 et seq.

EXEMPTIONS

Exempt from the statutory minimum wage rate are full-time students employed by the college or university at which they are enrolled at not less than 85% of the effective minimum wage rate; outside sales persons; sales person of motor vehicles; part-time employees primarily engaged in the care and tending of children in the home of the employer; and minors under 18 (EXCEPT that minors under 18 in the first processing of farm products, hotels, motels, restaurants, retail, beauty culture, laundry, cleaning, dyeing, light manufacturing and apparel occupations are covered by the wage order rates as above and vocational school graduates with special permits under the Child Labor Law are covered by the statutory rate).

Employees at summer camps, conferences and retreats operated by a nonprofit or religious corporation or association are exempt from minimum and overtime rates during the months of June, July, August and September.

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

The New Jersey Family Leave Act (NJFLA)

entitles certain employees to take up to 12 weeks of family leave in a 24-month period without losing their jobs

Employers generally must provide NJFLA leave if:

- The EMPLOYER has at least 30 employees worldwide OR is a government entity, regardless of size;
- The EMPLOYEE has worked for that employer for at least 1 year, AND has worked at least 1,000 hours in the past 12 months; and
- The LEAVE is being taken to:
 - Care for or bond with a child within 1 year of the child's birth or placement for adoption or foster care;
 - Care for a family member, or someone who is the equivalent of family, who has a serious health condition or quarantined because of suspected exposure to a communicable disease (including COVID-19) during a state of emergency; or
 - Provide required care or treatment for a child during a state of emergency if their school or place of care is closed due to an epidemic of a communicable disease (including COVID-19) or other public health emergency.

Remedies may include money damages, an order to stop violating the Act, adoption of new policies and procedures, attorney's fees, and more.

To get more information or file a complaint, contact the Division on Civil Rights

1-833-NJDCR4U NJCivilRights.gov

711 (Relay Service) #CivilRightsNJ

No one can retaliate against you for attempting to take or taking NJFLA leave, reporting NJFLA violations, or exercising other rights under the NJFLA

All entities subject to the New Jersey Family Leave Act, N.J.S.A. 34:11B-1 et seq., shall display this official poster in places easily visible to all employees and applicants for employment.



NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

LABOR AND WORKFORCE DEVELOPMENT

nj.gov/labor

Worker Misclassification

Department of Labor and Workforce Development

NEW JERSEY LAW PROHIBITS WORKER MISCLASSIFICATION

NOTICE OF EMPLOYEE RIGHTS & EMPLOYER RESPONSIBILITIES

WHAT IS MISCLASSIFICATION?

- Misclassification is the practice of an employer improperly classifying employees as independent contractors.
- Misclassification may illegally deprive workers of basic rights, protections, and benefits guaranteed to employees such as the right to be paid the minimum wage, the right to overtime pay, time and mode of pay protections, the protection against illegal deductions from pay, unemployment compensation, temporary disability benefits, family leave insurance benefits, workers' compensation, family leave and earned sick leave.
- Often when workers are paid in cash "off the books", it may be a method to hide misclassification or other employment-related legal obligations.

AM I AN EMPLOYEE OR AN INDEPENDENT CONTRACTOR?

- Under New Jersey's Unemployment Compensation Law, Wage and Hour Law, Wage Payment Law, Wage Collection Law, Temporary Disability Benefits Law (including sections providing for Family Leave Insurance) and Earned Sick Leave Law, if you perform a service and are paid, you are presumed to be an employee, unless the employer can prove all three of the following:
 - You have been and will continue to be free from control or direction over performance of the service, both under a contract of service and in fact; and
 - The service is either outside the usual course of the business for which such service is performed, or the service is performed outside of all the places of business of the enterprise for which such service is performed; and
 - You are customarily engaged in an independently established trade, occupation, profession or business.

This is referred to in New Jersey as the "ABC test" for independent contractor status.

Please go to www.myworkrights.nj.gov to learn about the factors considered for each of the three above tests.

DO I HAVE TO PROVE THAT I AM AN EMPLOYEE?

- No. If you worked and were paid, you are presumed to be an employee. It is the employer's burden to show that all three parts of the ABC test are met.
- If the employer can't meet its burden to establish all three parts of the ABC test, then you are deemed to be an employee, entitled to the rights, protections, and benefits of an employee under the above-cited New Jersey laws.
- If you believe you are misclassified, email misclassification.dol.gov.

AM I PROTECTED FROM RETALIATION BY MY EMPLOYER FOR REPORTING MISCLASSIFICATION?

Employees are protected from retaliation by their employers for having made an inquiry or complaint to the employer, to the Commission of Labor or to an authorized representative regarding any possible violation by the employer of any State wage, benefit or tax law, including those inquiries or complaints that involve misclassification, or because the employee caused to be instituted or is about to cause to be instituted any proceeding under or related to State wage, benefit or tax law, or because the employee has testified or is about to testify in such a proceeding.

When such retaliation has occurred, the Department is authorized by law to issue an administrative penalty against the employer; however, only the courts are authorized by law to order reinstatement and/or back pay.

REPORTING MISCLASSIFICATION

If you have been misclassified and would like to file a claim, you can do so here: <https://wagehour.dol.state.nj.de/default.htm>

To seek further information:

EMAIL: misclassification.dol.nj.gov CALL: 609-292-2321 FAX: 609-292-7801 WRITE: EMPLOYER ACCOUNTS UNIT - MISCLASSIFICATION NJ DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT, One First Plaza, P.O. Box 942, Trenton, NJ 08625-0942

THE NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

DOL

NJ.GOV/LABOR

REV. 05/2020

DISPLAY THIS POSTER IN A CONSPICUOUS PLACE

WHICHEVER YOU CHOOSE TO REACH OUT, MULTILINGUAL STAFF WILL BE ABLE TO ASSIST YOU AND TRANSLATION ASSISTANCE MADE AVAILABLE AS NEEDED

You can also visit www.myworkrights.nj.gov to learn more about misclassification.

NOTICE: This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance carrier or a state agency. Employers should contact their insurance carrier or the appropriate state agency to obtain a copy of this state's Workers' Compensation posting or notice of compliance/certificate of insurance. Employees should refer to the Workers' Compensation or notice of compliance/certificate of insurance furnished by the state or the employer's insurance carrier for information about Workers' Compensation.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION POSTING REQUIREMENT.

NOTICE: In accordance with State Child Labor Law N.J.S.A. 34:2-21.5, every employer that employs minors under 18 must keep and conspicuously post the Schedule of Hours of Minors Under 18 Years of Age with the following information: Names of minors under 18, schedule of hours, maximum daily and weekly hours permitted, daily in and out times, and mean period in and out times. This schedule shall be on a form provided by the New Jersey Department of Labor. It is available from the New Jersey Department of Labor and Workforce Development, Office of Consultant Relations, PO Box 110, Trenton, New Jersey 08625-0110. Telephone: (609) 777-3200.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THE SCHEDULE OF HOURS POSTING REQUIREMENT.

The Law Against Discrimination (LAD) Prohibits Discrimination and Harassment in Employment Based on Actual or Perceived

- Race or color
- Sex
- Religion or creed
- Gender identity or expression
- Disability
- Liability for military service
- Age
- Sexual orientation
- National origin, nationality, or ancestry
- Pregnancy or breastfeeding
- Marital or domestic partnership or civil union status
- Atypical cellular or blood trait, genetic information including the refusal to submit to genetic testing

The law means people cannot be treated differently, harassed, or otherwise discriminated against at work based on their membership in a protected class

The law applies to all employers (including labor unions, apprenticeship and training programs, and employment agencies) and in all aspects of employment, including but not limited to:

- Recruitment and job postings
- Interviews and hiring decisions
- Promotion or transfer
- Termination or demotion
- Compensation, including salary and benefits
- All terms, conditions, or privileges of employment
- Membership in a union

Remedies may include money damages, an order to stop discrimination or harassment, adoption of new policies and procedures, attorney's fees, and more.

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- Recruitment and job postings
- Interviews and hiring decisions
- Promotion or transfer
- Termination or demotion
- Compensation, including salary and benefits
- All terms, conditions, or privileges of employment
- Membership in a union

Remedies may include money damages, an order to stop discrimination or harassment, adoption of new policies and procedures, attorney's fees, and more.

If you believe you have experienced discrimination, contact the Division on Civil Rights

1-833-NJDCR4U NJCivilRights.gov

711 (Relay Service) #CivilRightsNJ

No one can retaliate against you for reporting LAD violations, filing a discrimination complaint, or exercising other rights under the LAD

All employers, employment agencies, and labor organizations shall display this official poster in places easily visible to all employees and applicants for employment. N.J.A.C. 13:8-1.2



NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

LABOR AND WORKFORCE DEVELOPMENT

nj.gov/labor

Unemployment Ins.

Department of Labor and Workforce Development

Your employer is subject to the New Jersey Unemployment & Temporary Disability Benefits Laws

Unemployment Insurance
Benefits are payable to workers who lose their jobs or who are working less than full time because of a lack of full-time work and who meet the eligibility requirements of the law.

If you become totally or partially unemployed, file a claim for unemployment insurance benefits as soon as possible. The easiest, quickest way is to file online at myunemployment.nj.gov. You can also file a claim over the phone by contacting our Unemployment Call Centers at one of these numbers listed below. Note, if you were a maritime employee in the last 18 months or live outside of the United States, you must file your claim over the phone. Be prepared to have information about yourself, your employer and your work history available when filing your claim.

Cumberland Call Center...856-507-2340 Freehold Call Center...732-611-2020
Union City Call Center...201-601-4100 Out of State...1-888-795-6672

Private Disability Insurance Plan ("private plan")
New Jersey employers have the option of providing coverage to their employees through an approved private plan instead of the state plan. If you are covered under a private plan, your employer's insurance carrier is responsible for processing and paying benefits on your disability claim. If you become disabled, ask your employer for the form you need to claim benefits under the private plan.

Who pays for Unemployment & Temporary Disability Programs?
These programs are paid for by payroll taxes paid by employers and employees. Your employer is authorized to deduct worker contributions (tax) from employees' wages. The deductions must be noted on your pay envelope, paycheck, or on some other form of notice. The amount of wages that are taxable changes from year to year.

The deduction may be allocated at varying rates to the Unemployment Insurance Trust Fund, the Temporary Disability Insurance Fund and the Workforce Development/Supplemental Workforce Funds. If an approved private plan is non-contributory, no contributions can be deducted from workers' wages for disability insurance.

Your employer's contributions are based in part on their employment experience.

Enforced by NJ Department of Labor and Workforce Development
Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387

This and other required employer posters are available free online at nj.gov/labor, or from the Office of Constituent Relations, PO Box 110, Trenton, NJ 08625-0110 - 609-777-3200.

The New Jersey Department of Labor and Workforce Development is an equal opportunity employer with equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities.

PR-1

Display this poster in a conspicuous place

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

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LABOR AND WORKFORCE DEVELOPMENT

nj.gov/labor

REV. 06/2019

SAFE Act

Department of Labor and Workforce Development

SAFE Act

Leave Act, N.J.S.A. 34:11B-1 et seq., or the federal Family and Medical Leave Act, 20 U.S.C. 2601 et seq., the leave shall count simultaneously against under each respective law.

Notice and Documentation of NJ SAFE Act Leave
Employees eligible to take leave under the NJ SAFE Act must, if the necessity for the leave is foreseeable, provide the employer with written notice of the need for the leave, unless an emergency or other unforeseen circumstance precludes prior notice. The employee must provide the employer with written notice as far in advance as reasonable is practicable under the circumstances. The employer has the right to require the employee to provide the employer with documentation of the domestic violence or sexually violent offense that is the basis for the leave. The employer must retain any documentation provided to it in this manner in the strictest confidentiality, unless the disclosure is voluntarily authorized in writing by the employee or is required by a federal or State law, rule or regulation.

Prohibition Against Retaliation Under the NJ SAFE Act
The NJ SAFE Act also prohibits an employer from discharging, basing or otherwise discriminating or retaliating or threatening to discharge, harass or otherwise discriminate against an employee with respect to the composition, terms, conditions or privileges of employment on the basis that the employee took or requested any leave that the employee was entitled to under the NJ SAFE Act, or on the basis that the employee refused to authorize the release of information deemed confidential under the NJ SAFE Act. Learn more at myworkrights.nj.gov.

Seeking a Remedy Under the NJ SAFE Act
To obtain relief for a violation of the NJ SAFE Act, an aggrieved person must file a private cause of action in the Superior Court within one year of the date of the alleged violation. Learn more at njcourts.gov.

Need Additional Support?
You and your loved one deserve help coping with and finding safety from domestic or sexual violence. For additional support, contact:

New Jersey Department AGAINST SEXUAL ASSAULT HOTLINE
1-800-601-7200

New Jersey Department AGAINST SEXUAL ASSAULT HOTLINE
1-800-572-SAFE (7233)

WOMEN'S FEDERAL CENTRAL
1-800-322-8092

New Jersey Department of Labor and Workforce Development

AD-289

Family Leave

Department of Labor and Workforce Development

Your employer is subject to the Family Leave Insurance provisions of the New Jersey Temporary Disability Benefits Law

New Jersey employees can receive cash benefits while taking leave from work to bond with a new child, care for a loved one with a physical or mental health condition, or cope with domestic or sexual violence. Employees can receive benefits for up to 12 consecutive weeks or 56 intermittent days in a 12-month period.

Ask your employer whether they participate in the state family leave insurance plan ("state plan") if you have a private family leave insurance plan ("private plan"). See the current year's maximum benefit level, eligibility requirements, and how to apply at myleavebenefits.nj.gov/ll.

State Plan
The state plan provides 85% of workers' average weekly wages, with the Division of Revenue, within the Department of the Treasury, within 30 days after the end of each quarter. The WR-30 lists the name, social security number and wages paid to each employee and the number of base weeks worked by the employee during the calendar quarter.

Each employer of domestic service workers (as the term "domestic service worker" is defined in N.J.A.C. 12:16-13.70(i)) must file an annual, rather than quarterly, WR-30 with the Division of Revenue, within the Department of the Treasury.

Contribution Reporting: Each employer (other than employees of domestic service workers) must electronically file an NJ-927, "Employer's Quarterly Report," with the Division of Revenue, within the Department of the Treasury, and remit the corresponding unemployment insurance, supplemental workforce fund, workforce development partnership fund, temporary disability insurance and family leave insurance contribution payments, within 30 days after the end of each quarter. The NJ-927 lists the total of all wages paid, the wages paid in excess of the taxable maximum, the taxable wages on which contributions are due, the number of workers employed during the quarter, the number of workers insured under a "private plan" for temporary disability insurance and the number of workers insured under a "private plan" for family leave insurance.

Each employer of domestic service workers (as the term "domestic service worker" is defined in N.J.A.C. 12:16-13.11(c)) must file an annual, rather than quarterly, NJ-927H, "Domestic Employee's Annual Report," with the Division of Revenue, within the Department of the Treasury.

Temporary Disability Insurance and Family Leave Insurance information: Each employer must retain all records pertaining to any election to a private plan for temporary disability insurance and/or family leave insurance benefits, and must make such records available for inspection by the Division of Temporary Disability Insurance for a one-year period from the date that the private plan is terminated.

Each employer having a private plan for temporary disability insurance and/or family leave insurance must, within 10 days after the Division of Temporary Disability Insurance has mailed the employer a request for information with respect to a period of disability, furnish the Division with any information requested or known to the employer which may bear upon the eligibility of the claimant.

Each employer having two or more approved private plans in effect during a calendar half-year or any portion thereof must, on or before the 30th day following the close of the calendar half-year, file a report showing the amount of taxable wages paid during such calendar half-year to employees while covered under each such private plan.

Each employer who provides temporary disability insurance to its employees through a self-insured private plan must, for the six-month period ending June 30 and December 31 of each calendar year during which the self-insured private plan is in effect, file a statement with the Division of Temporary Disability Insurance, on or before the 30th day following the end of the respective six-month period showing:

- The number of claims received during the six-month period.
- The number of claims accepted during the six-month period.
- The amount of benefits paid during the six-month period.
- Such other information as the Division of Temporary Disability Insurance may require with respect to the financial ability of the self-insurer to meet the self-insurer's obligations under the plan.

TWO ways to verify poster compliance!

QR CODE Scan with phone camera: 

OR Go to: JJKeller.com/LLPverify Enter this code: 69434-012026

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

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REV. 09/2025

Family Leave

Department of Labor and Workforce Development

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Ask your employer whether they participate in the state family leave insurance plan ("state plan") if you have a private family leave insurance plan ("private plan"). See the current year's maximum benefit level, eligibility requirements, and how to apply at myleavebenefits.nj.gov/ll.

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Each employer of domestic service workers (as the term "domestic service worker" is defined in N.J.A.C. 12:16-13.11(c)) must file an annual, rather than quarterly, NJ-927H, "Domestic Employee's Annual Report," with the Division of Revenue, within the Department of the Treasury.

Temporary Disability Insurance and Family Leave Insurance information: Each employer must retain all records pertaining to any election to a private plan for temporary disability insurance and/or family leave insurance benefits, and must make such records available for inspection by the Division of Temporary Disability Insurance for a one-year period from the date that the private plan is terminated.

Each employer having a private plan for temporary disability insurance and/or family leave insurance must, within 10 days after the Division of Temporary Disability Insurance has mailed the employer a request for information with respect to a period of disability, furnish the Division with any information requested or known to the employer which may bear upon the eligibility of the claimant.

Each employer having two or more approved private plans in effect during a calendar half-year or any portion thereof must, on or before the 30th day following the close of the calendar half-year, file a report showing the amount of taxable wages paid during such calendar half-year to employees while covered under each such private plan.

Each employer who provides temporary disability insurance to its employees through a self-insured private plan must, for the six-month period ending June 30 and December 31 of each calendar year during which the self-insured private plan is in effect, file a statement with the Division of Temporary Disability Insurance, on or before the 30th day following the end of the respective six-month period showing:

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TWO ways to verify poster compliance!

QR CODE Scan with phone camera: 

OR Go to: JJKeller.com/LLPverify Enter this code: 69434-012026

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

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REV. 03/2018

Family Leave

Department of Labor and Workforce Development

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NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

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REV. 09/2025

Family Leave

Department of Labor and Workforce Development

Your employer is subject to the Family Leave Insurance provisions of the New Jersey Temporary Disability Benefits Law

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Each employer having a private plan for temporary disability insurance and/or family leave insurance must, within 10 days after the Division of Temporary Disability Insurance has mailed the employer a request for information with respect to a period of disability, furnish the Division with any information requested or known to the employer which may bear upon the eligibility of the claimant.

Each employer having two or more approved private plans in effect during a calendar half-year or any portion thereof must, on or before the 30th day following the close of the calendar half-year, file a report showing the amount of taxable wages paid during such calendar half-year to employees while covered under each such private plan.

Each employer who provides temporary disability insurance to its employees through a self-insured private plan must, for the six-month period ending June 30 and December 31 of each calendar year during which the self-insured private plan is in effect, file a statement with the Division of Temporary Disability Insurance, on or before the 30th day following the end of the respective six-month period showing:

- The number of claims received during the six-month period.
- The number of claims accepted during the six-month period.
- The amount of benefits paid during the six-month period.
- Such other information as the Division of Temporary Disability Insurance may require with respect to the financial ability of the self-insurer to meet the self-insurer's obligations under the plan.

TWO ways to verify poster compliance!

QR CODE Scan with phone camera: 

OR Go to: JJKeller.com/LLPverify Enter this code: 69434-012026

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

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Records

Department of Labor and Workforce Development

Chapter 194, Laws of New Jersey, 2009, Relating to

Employer Obligation to Maintain and Report Records Regarding Wages, Benefits, Taxes and Other Contributions and Assessments Pursuant to State Wage, Benefit and Tax Laws

Wage Payment Law (N.J.S.A. 34:11-4.1 et seq.) and **Wage and Hour Law** (N.J.S.A. 34:11-56a et seq.)
Each employer must keep a record of each employee which contains the following information:

- The name of the employee;
- The address of the employee;
- The birth date of the employee if the employee is under the age of 18;
- The total hours worked by the employee each day and each workweek;
- The earnings of each employee, including the regular hourly wage, gross to net amounts with itemized deductions, and the basis on which wages are paid;
- Reporting each employee who receives gratuities, the total gratuities received by the employee during the payroll week;
- Regarding each employee who receives gratuities, daily or weekly reports completed by the employee containing the following information:
 - the employee's name,
 - the employee's address,
 - the employee's social security number,
 - the name and address of the employer,
 - the calendar day or workweek by the report, and
 - the total amount of gratuities received; and
- Regarding each employer who when the employer claims credit for food or lodging as a cash substitute for the employee who receives food or lodging supplying by the employer, information substantiating the cost of furnishing such food or lodgings, including but not limited to the nature and amount of any expenditures entering into the computation of the fair value of the food or lodging and the date required to compute the amount of the depreciated investment in any assets allocated to the furnishing of the lodgings, including the date of acquisition or construction, the original cost, the rate of depreciation and the total amount of accumulated depreciation on such assets.

The employer may use any system of time keeping provided that it is a complete, true and accurate record. The employer must keep the wage and hour records described above for a period of six years.

The employer must keep the wage and hour records described above at the place of employment or in a central office in New Jersey.

Prevailing Wage Act (N.J.S.A. 34:11-56.25 et seq.)
The Prevailing Wage Act applies to employees only under certain circumstances. Specifically, it applies only when an employer enters into a contract in excess of the prevailing wage contract threshold amount for any public work (as the term "public work" is defined in N.J.S.A. 34:11-56.26) to which any public body is a party or for public work to be done on a property or premises owned by a public body or leased or to be leased by a public body.

Each public work contractor must submit the public body or lesser which contacted for the public works project a certified payroll record containing the following employee information:

- Name;
- Address;
- Social security number;
- Craft or trade;
- Actual hourly rate of pay;
- Actual daily, overtime and weekly hours worked in each craft or trade;
- Gross pay;
- Itemized deductions;
- Net pay paid to the employee;
- Any fringe benefits paid to approved plans, funds or programs on behalf of the employee; and
- Fringe benefits paid in cash to the employee.

Each public work contractor must, within 10 days of payment of wages, submit the certified payroll record to the public body or the lesser which contacted for the public works project.

Each public work contractor which employs or are more apprentices on a public works project must maintain with its records written evidence that the apprentice or apprentices are registered in an