

New Jersey Pay Transparency Law Signed Into Law, Effective June 2025

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New Jersey has officially enacted its new pay transparency law, marking a significant move toward promoting greater pay transparency in the workplace.

On November 18, 2024, Governor Phil Murphy signed bill S2310/A4151 into law (the “Transparency Law”). The legislation mandates that covered employers include salary ranges in all job listings, along with a general description of benefits and other compensation programs that employees may be eligible to receive. Employers will also be required to make reasonable efforts to announce or post opportunities for promotion to current employees within the affected department(s).

The Transparency Law applies to employers with 10 or more employees who do business in New Jersey or accept job applications within the state, including third-party referral agencies and other employment agencies. Employers who fail to comply with the Transparency Law face fines of up to \$300 for the initial violation and \$600 for each subsequent violation.

The Transparency Law is set to take effect on June 1, 2025, giving employers time to adjust their practices.

If you have any questions regarding the above pay transparency law, please contact DanaLynn T. Colao of Saiber LLC’s employment law practice group.