

# Temporary Workers in NJ: Rights and Protections



The NJ Department of Labor & Workforce Development (NJDOL) provides many protections for temporary workers under Wage and Hour Law. In addition, the [Temporary Workers Bill of Rights](#) covers certain temporary laborers. Some provisions of this law are effective May 7, 2023, while others are effective August 5, 2023. The notice of rule proposal has been published [here](#).

- This page will be updated as additional guidance, information and materials become available.
- Please note that some parts of the Temporary Workers Bill of Rights are enforced by the [Division of Consumer Affairs](#), including enhanced certification requirements for temporary help service firms.
- This webpage can be translated by clicking “Translate” in the top right corner of this webpage. *Esta pagina web se puede traducir haciendo clic en “Traducir” en la esquina superior derecha de esta pagina web.*

<a href="#">Temporary Workers Bill of Rights</a>	<a href="#">Frequently Asked Questions</a> +	<a href="#">More Worker Benefits and Protections</a> +
<a href="#">Printable Resources in English and Spanish</a> +		

[Covered Temporary Workers](#)

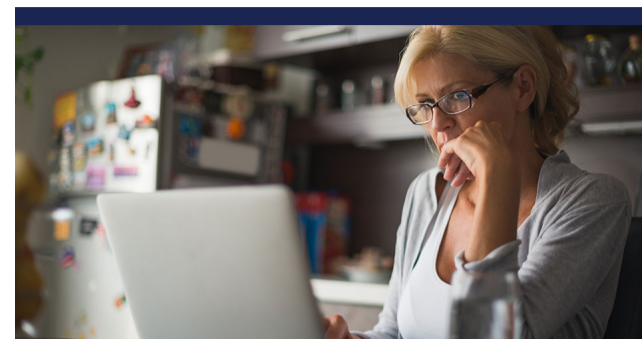
[Provisions Effective May 7, 2023](#)

[Provisions Effective August 5, 2023](#)

[What if I believe my rights as a temporary worker are being violated?](#)

[What if I am worried about retaliation by my employer?](#)

[Additional Requirements for Temp Agencies](#)



## File a wage complaint | Presentar un reclamo de salario

If you believe that your employer has not properly paid you, or you have a complaint against an employer for violating a NJ Labor Law enforced by Wage & Hour, file a wage complaint:

- [Online through our secure system](#)
- [By mail or fax](#)

To file anonymously, [file by mail or fax](#). Write “ANONYMOUS” in the name section of the complaint form and leave address blank. You won’t receive information about your complaint or be able to check its status.

NJDOL does not ask about citizenship and serves all workers regardless of their immigration status. NJDOL will not share any information, including with immigration agencies, unless required by law or regulations.

For more information, [download our brochure](#) that explains the process for filing a wage complaint.

If you are not sure whether the Division of Wage & Hour Compliance will be able to help you with your complaint, [email us](#) for help.


## Important Notice for Temporary Help Service Firms


New Jersey Department of Labor and Workforce Development	
Temporary Laborer Assignment Notification	
Notificación de Asignación de Trabajadores Temporales	
under   bajo N.J.S.A. 34:8D-3	
<p>The Temporary Help Service Firm must give this completed form to each Temporary Laborer upon assignment to a temporary position. All parties should keep a copy of this form for their records. An updated version of this form will be available in August 2023.</p> <p>La Empresa de Servicios de Trabajadores Temporales debe entregar este formulario completo a cada trabajador(a) temporal en asignarse a un puesto temporal. Todas las partes deben mantener una copia de este formulario en sus archivos. Una nueva versión de este formulario estará en línea en agosto de 2023.</p>	
Full Name of Temporary Laborer Nombre completo del trabajador(a) temporal	
Temporary Help Service Firm   Empresa de Servicios de Trabajadores Temporales	Worksite Employer or Third-Party Client   Empleador externo
Name   Nombre	Name   Nombre
Street Address   Dirección	Street Address   Dirección
City   Ciudad State   Estado ZIP Code   Código postal	City   Ciudad State   Estado ZIP Code   Código postal

Temporary Help Service Firms must complete and give this form to each Temporary Laborer upon assignment to a temporary position.

**Related Temporary Laborer Forms**

---

 [Temporary Laborer Single-Day Work Verification Form](#)

 [Temporary Laborer Itemized Statement of Earnings, Hours & Deductions Form](#)

## Department of Labor and Workforce Development

### Home

#### File or Access Your Claim

Temporary Disability Insurance  
Family Leave Insurance  
Maternity Leave  
Unemployment Insurance  
Social Security Disability

#### Worker Protections

Your Rights at Work  
Workers' Compensation  
Safety and Health  
Wage & Hour Compliance  
Paid Sick Leave

#### Career Support

Career Services  
Training Provider Information

#### Employer Services

Employer Accounts  
Employer Self-Service (NLx)  
Layoffs and Closings  
Wage & Hour Compliance  
Business Support  
Apprenticeship  
Industry Partnerships  
Employer Poster Packet

#### Research & Information

Labor Market Information  
Center for Occupational Employment  
Information (COEI)  
Grant Opportunities  
Workforce Innovation &  
Opportunity Act (WIOA)  
Legal Notices  
Press Releases

### About Us

## Statewide

[Governor Phil Murphy](#)  
[Lt. Governor Sheila Oliver](#)  
[NJ Home](#)  
[Services A to Z](#)  
[Departments/Agencies](#)  
[Contact Us](#)  
[Privacy Notice](#)  
[Legal Statement & Disclaimers](#)  
[Accessibility Statement](#)



Copyright © State of New Jersey, 1996-2023  
Department of Labor  
1 John Fitch Plz,  
Trenton, NJ 08611