

Wage & Hour and Contract Compliance

Effective January 1, 2023, the New Jersey minimum wage is \$14.13 per hour for most workers. [Learn more about the increase.](#)

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Wage and Hour Compliance FAQs (for Workers)



The following are general questions applying to most workers.

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- Wages, Payments, and Overtime
- Benefits and Leave +
- Hours of Work, Jury Duty, and Closings +
- Hiring, Employment, and Termination +

Minimum Wage / Rate of Pay

Q. How much is the minimum wage in New Jersey?

A. Effective January 1, 2023, the New Jersey minimum wage is \$14.13 per hour for most workers. Please refer to [New Jersey's Minimum Wage Chart](#) for scheduled increases.

Q. Do all workers have to be paid the minimum wage?

A. Most employees have minimum wage protection under the law. There are exceptions, such as automobile salespersons, outside salespersons, and minors under the age of 18, except for minors working in retail, food service, the first processing of farm products, beauty culture occupations, laundry, cleaning and dyeing occupations, light manufacturing and apparel occupations, and hotel and motel occupations.

Q. If I am a tipped employee, is my employer required to pay the minimum wage rate?

A. Your total earnings (hourly wage plus tips) must equal at least the minimum wage per hour. The hourly rate is up to your employer; however, effective January 1, 2023, the required rate is a minimum of \$5.26 per hour. If the hourly rate plus tips does not equal at least the minimum wage per hour, the employer is required to make up the difference. Please refer to [New Jersey's Minimum Wage Chart](#) for scheduled increases.

Q. Is the employer allowed to reduce my rate of pay?

A. Yes. The employer can reduce your rate of pay as long as you are given advance notice of the reduction. The reduction cannot be made retroactively for any time worked. Also, the reduction cannot bring the rate of pay below minimum wage.

Overtime

Payroll Deductions

Frequency of Payment / Method of Payment

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Complaints, Appeals, and Investigations

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Registration and Permits

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- [Healthy Terminals Act](#)

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Tools and Resources

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- [Youth Employment](#)
- [Certified Payroll Reporting Tool](#)
- [Equal Pay Act Reporting](#)
- [New Jersey Call Center Jobs Act](#)
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