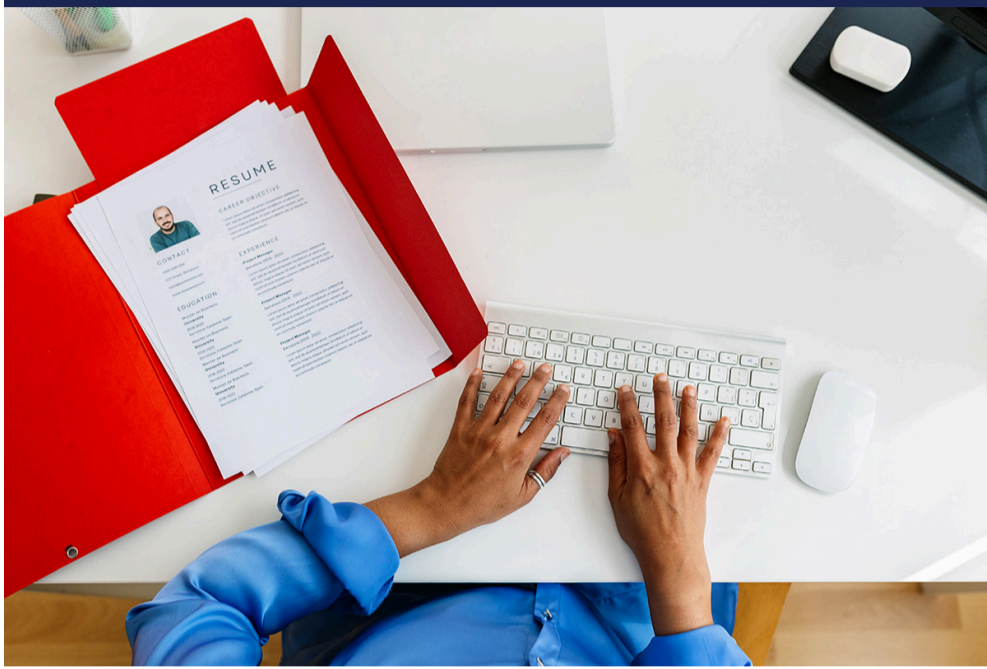


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New Jersey Pay and Benefit Transparency Act



The New Jersey Pay and Benefit Transparency Act goes into effect on June 1, 2025. Administrative regulations have not yet been published. *Please check back for updates.*

Jobseekers and workers in New Jersey have the right to know the pay, benefits, and other compensation programs that an employer is offering **before** applying for a new job or transfer opportunity. The **New Jersey Pay and Benefit Transparency Act (NJPBTA)** requires employers to provide this information in postings for these types of opportunities.

The law also requires that employers make reasonable efforts to make current employees aware of promotional opportunities. The law covers job postings in any format, including job search websites, print advertisements, company newsletters, emails, social media and more.

Pay and benefit transparency helps job seekers know whether a prospective employer compensates fairly. It also helps current workers know if they are being compensated fairly compared to other workers doing the same or similar jobs both where they work and across the industry.

The New Jersey Department of Labor & Workforce Development (NJDOL) is committed to assisting and protecting workers in New Jersey, regardless of immigration status.

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Employers covered by the law

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