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New Law Requiring Employers to Post Salary Ranges and Benefits Information is Effective June 1

FOR IMMEDIATE RELEASE

May 29, 2025

TRENTON – The New Jersey Department of Labor and Workforce Development (NJDOL) reminds employers, employees and job applicants that a new law governing pay and benefits transparency goes into effect on June 1, 2025. NJDOL has outlined the provisions of this law [on its website](#) as a resource for both employers and employees.

[Signed by Governor Murphy on November 18, 2024](#), the new law ([P.L. 2024, chapter 91](#) and codified at [N.J.S.A. 34:6B-23](#)) mandates that employers with 10 or more employees over the course of 20 calendar weeks that do business, employ persons, or take applications for employment within New Jersey must disclose salary, benefit and other compensation information in postings for new job and transfer opportunities and must make reasonable efforts to notify current employees of promotional opportunities.

“Last year, I was proud to sign this legislation to increase workplace transparency and support hardworking New Jerseyans across the state,” **said Governor Murphy**. “This law builds upon my Administration’s efforts to make the Garden State more equitable, ensuring that critical salary and benefits information and career advancement opportunities are accessible to our workers. I am thrilled this Act is now taking effect and cementing New Jersey’s legacy as the best state in the nation to live and work.”

The new law applies to both private and public employers, including the State, counties, and local government bodies. Employers based outside of New Jersey may be covered if they have employees working in New Jersey or conduct business within the state.

“This new law is a significant stride toward workplace equity,” **said Labor Commissioner Robert Asaro-Angelo**. “Requiring salary and benefit transparency, as well as promotional notifications, fosters an environment of trust and fairness that benefits both employers and employees. This law empowers workers to make informed decisions and encourages employers to compete fairly, driving progress in our labor market.”

Employers must disclose the hourly wage or salary (or range of the hourly wage or salary), a general description of benefits, and other compensation programs in job postings for new job or transfer opportunities. In addition, employers are required to make reasonable efforts to inform all current employees in affected departments of promotional opportunities. The law covers job postings in many formats, including job search websites, print advertisements, company newsletters, emails, social media and more.

Complaints can be [filed online through NJDOL's secure system](#) or [by mail or fax](#). For more details, please [contact the Department](#). NJDOL has resources and multilingual staff who can help work with you to answer your questions.

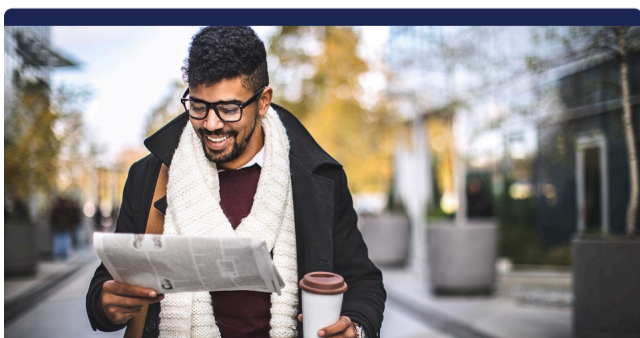
With passage of these new protections, New Jersey joins several states and Washington, D.C., in implementing pay transparency laws.

To learn more about the law, the visit <http://nj.gov/labor/paytransparency>.

For more information on worker benefits and protections, visit myworkrights.nj.gov.

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