Office of Strategic Enforcement and Compliance

IMPACT REPORT

2023-2025

THE NEW JERSEY DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT

DOL

Office of Strategic Enforcement and Compliance

NJ.GOV/LABOR/WALL
NJ.GOV/LABOR/WATCHLIST

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The **Office of Strategic Enforcement and Compliance (OSEC)** is responsible for creating and managing plans to ensure compliance with New Jersey's labor laws. OSEC oversees various projects within different departmental areas and works together with other state and federal agencies, public entities, and partners. OSEC's main goal is to enforce labor laws effectively under the direction of the Commissioner of the New Jersey Department of Labor and Workforce Development (NJDOL).

OSEC manages tools that promote accountability and compliance with New Jersey's labor laws. OSEC works with the different divisions of NJDOL—including the Divisions of Wage & Hour Compliance, Employer Accounts, Workers' Compensation, and Public Safety and Occupational Safety and Health—to support a unified approach to employer compliance.

THE OSEC COMPLIANCE ECOSYSTEM

OSEC manages the Workplace Accountability in Labor List (the "WALL"), the Substantial Good Standing ("SGS") mandate, and the Wage Violation Watchlist (the "Watchlist") mandate. Together, these tools create a "Compliance Ecosystem," using various strategies to encourage compliance with labor laws, hold bad actors accountable, and promote a level playing field for businesses who follow the rules.

Workplace Accountability in Labor List (The WALL)

Names businesses who have failed to pay their unpaid debts to the State for violations of State wage, benefit and tax laws enforced by NJDOL. Examples of unpaid debts include unpaid wages due to workers, unemployment insurance contributions due to the state, or worker's compensation penalties. Any business whose name appears on the WALL is not allowed to receive public contracts under N.J.S.A. 34:1A-1.16, the law establishing the WALL.

Substantial Good Standing (SGS)

Requires NJDOL to make sure that organizations that apply to NJDOL for direct business assistance, such as grant funding do not have any unpaid debts under any laws enforced by NJDOL. Once the organization pays any debts owed, or enters an agreement to do so, OSEC will report that they are in "substantial good standing" and their application for funding can proceed. NJDOL receives requests from other agencies to review grant applicants as well.

Wage Violation Watchlist (The Watchlist)

List of employers who have a wage claim filed against them and were found in violation under a final order or judgment. This can include not paying employees their wages, like minimum wage or overtime, or retaliating against employees who complain about not being paid. The list shows which businesses have paid their workers and which still owe them wages.

KEY METRICS AT A GLANCE
COMPLIANCE TOOLS IN ACTION

The WALL

296
Businesses

$700K
Money recovered

$26M
Still owed

SGS

98
Businesses

$290K+
Money recovered

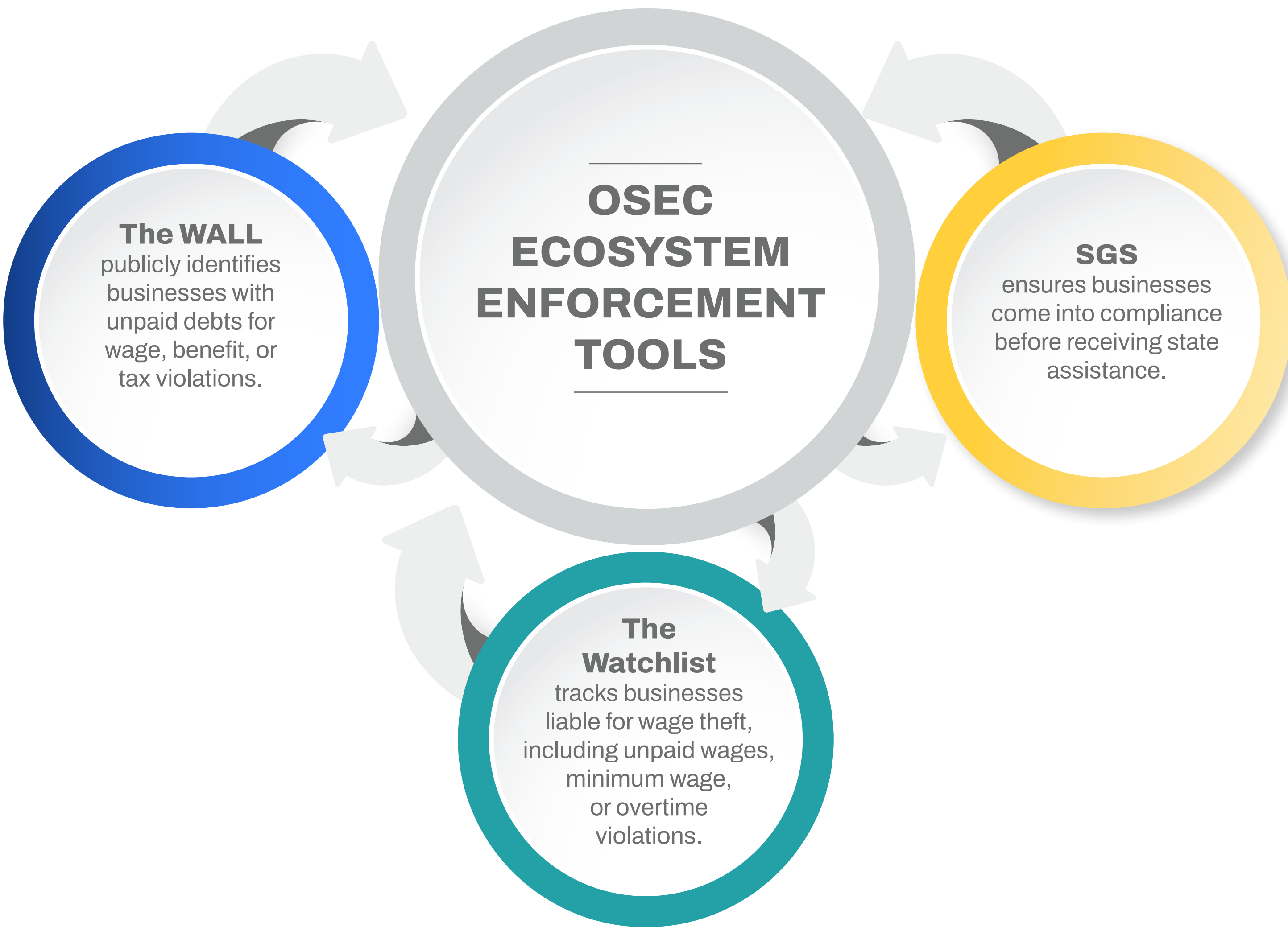
The Watchlist

845
Businesses

$6.7M
Reported by NJDOL as repaid to workers

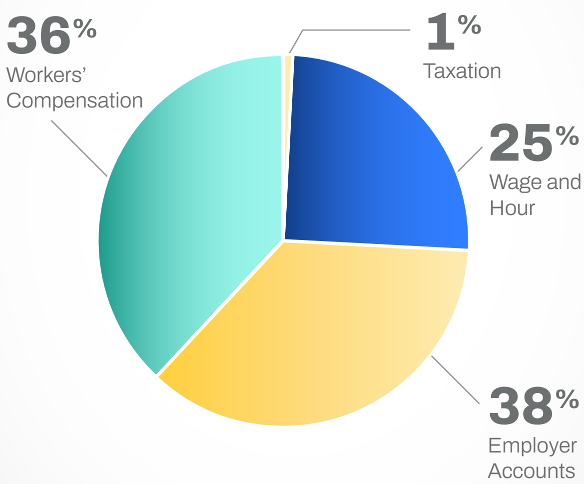
$9.7M
Still owed

Please Note: The data referenced above pertains to the period from September 2023 to September 2025.



A CLOSER LOOK AT THE NUMBERS

POSTINGS ON THE WALL BY DIVISION



*Taxation is newly incorporated this year

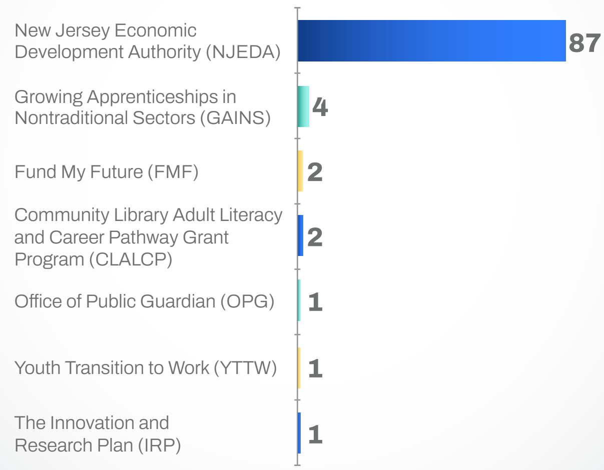
What these numbers represent:

- **38%** of businesses on the WALL owe unpaid contributions to the Unemployment Insurance and Temporary Disability Trust Funds, as well as penalties and interest, as assessed by the Division of Employer Accounts.
- **36%** of businesses owe penalties for failing to carry proper workers' compensation insurance, as assessed by the Division of Workers' Compensation.
- **25%** of businesses owe unpaid wages to workers, and additional money in fees, and penalties, as assessed by the Division of Wage and Hour Compliance.
- **1%** of businesses owe unpaid State income taxes, as assessed by the Division of Taxation.

All businesses on the WALL have previously been found liable for violations under State wage, benefit and tax laws under a final order or judgment. All have had due process on their original case and an additional opportunity to resolve any issues before being named on the WALL.

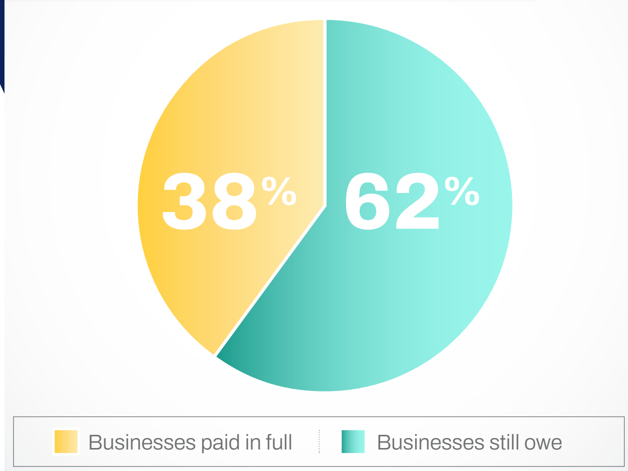
Please Note: The data referenced above pertains to the period from September 2023 to September 2025.

GRANT PROGRAMS VETTED FOR SGS



In the first six months of the initiative, the vast majority of grant applicants vetted were referred by the NJ Economic Development Authority (EDA). OSEC has reviewed and approved other grant applicants for programs run by NJDOL's Division of Workforce Development.

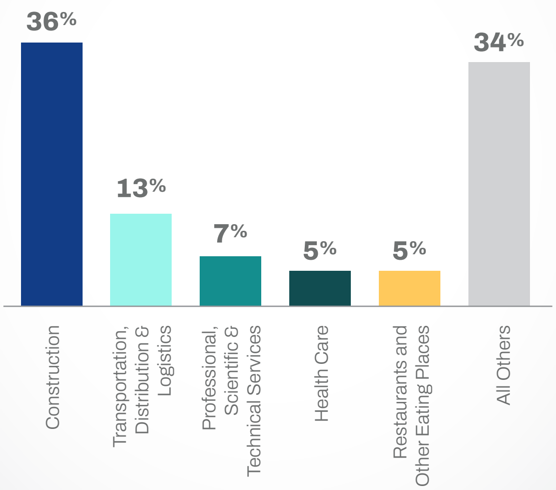
BUSINESSES POSTED ON THE WATCHLIST



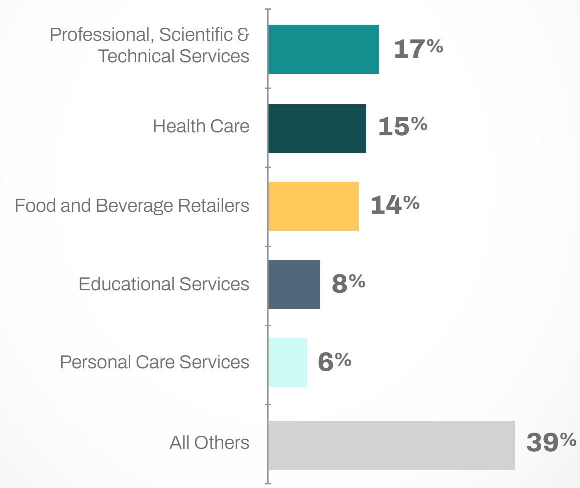
The chart shows that 62% of businesses on this list still owe wages to their workers, while 38% have paid in full. This means the majority of businesses remain non-compliant. As a result, the NJDOL must continue collecting unpaid wages, penalties, and fees. We also must enforce rules strictly against repeat violators. Additionally, strategic outreach from NJDOL and community stakeholders is crucial to ensure that workers get paid.

WHAT THE DATA SAYS ABOUT COMPLIANCE BY INDUSTRY

TOP **FIVE** INDUSTRIES REPRESENTED ON THE WALL

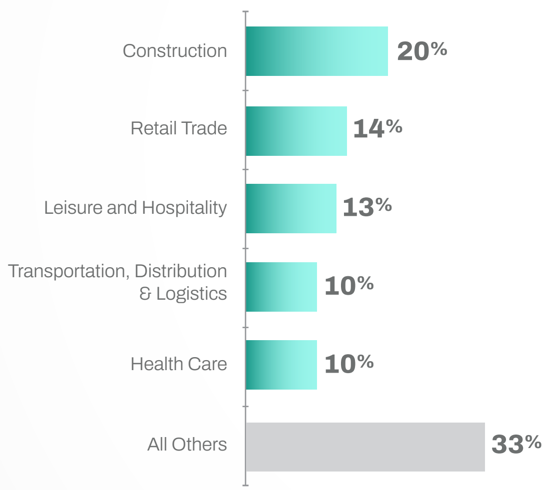


TOP **FIVE** INDUSTRIES REPRESENTED IN SGS VETTING

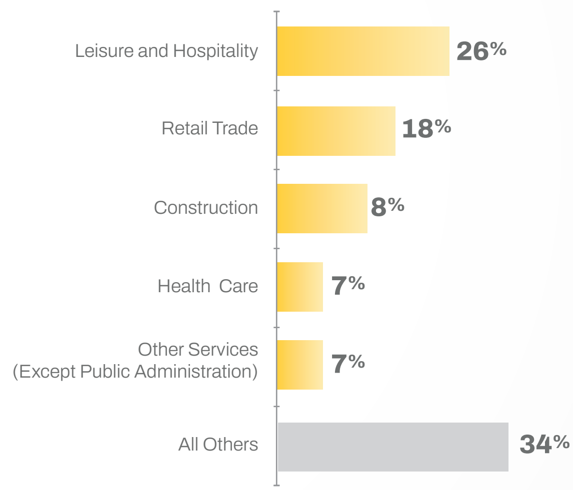


TOP **FIVE** INDUSTRIES REPRESENTED ON THE WATCHLIST

WAGES OWED



WAGES PAID IN FULL



[1]**Please Note:** This Top 5 Industries Wage-Violation Chart reflects **General Enforcement** cases only; **Wage Collection** cases are not included. The data referenced above pertains to the period from September 2023 to September 2025.

MILESTONES AND ACCOMPLISHMENTS

BUILDING THE WALL

In September 2023, OSEC published the Workplace Accountability in Labor List for the first time, with a list of 36 employers who violated State wage, benefit, and tax laws under a final order or judgment. The WALL has grown to nearly 300 businesses.

EXPANDING OUR SCOPE

Beginning in 2025, the WALL was expanded to include businesses that have unpaid debts under a final order or judgment for violating the NJ Gross Income Tax Act, referred by the NJ Division of Taxation.

VETTING GRANT APPLICANTS FOR SGS

In March 2025, OSEC began reviewing grant applicants from NJDOL's Division of Workforce Development and the NJ Economic Development Authority to resolve any unpaid debts to NJDOL before receiving funding.

KEEPING AN EYE ON WORKERS' WAGES

In early August 2025, OSEC launched the Wage Violation Watchlist, with an initial list of nearly 450 employers found legally responsible for unpaid wages under a final order or judgment. The Watchlist has already grown to over 800 employers, many of which still owe their workers' wages.

THE ROAD AHEAD
2025-2026 PRIORITIES

DATA EXPANSION

Improve data visualizations and provides additional insights and analysis.

OUTREACH

Engage businesses, government, and community stakeholders to promote use of compliance tools.

MULTILINGUAL REACH

Seek new opportunities to expand outreach to non-English-speaking businesses and workers.

SECTOR-SPECIFIC WORKSHOPS

Identify industries that could benefit from workshops and technical assistance.

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