

[Home](#) / [More Work Protections](#) / [Relief for Immigrant Workers](#) / Protecting the Rights of Immigrant Workers in NJ

Protecting the Rights of Immigrant Workers in NJ

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.

New Jersey welcomes all workers including immigrants and refugees. The New Jersey Department of Labor and Workforce Development (NJDOL) protects all workers, regardless of their immigration status.

We treat all workers equally and maintain privacy

- NJDOL serves all workers regardless of their immigration or citizenship status.
- We don't ask workers about their immigration or citizenship status.
- NJDOL is a state department. We are separate from the federal government.
- We have strong [regulations](#) to protect the personal information of workers.
- NJDOL does not voluntarily share workers' personal information with federal immigration authorities.
- If federal immigration authorities request the personal information of workers from NJDOL, they must present a valid subpoena or warrant signed by a judge.

Overview of your work rights

No matter your immigration status, your work rights include:

- Pay for all hours worked, and at least the State minimum wage, overtime in most circumstances, and prevailing wage on public works projects
- Paid sick time to care for yourself and loved ones for up to 40 hours per year
- Correct employment status (workers incorrectly labeled as independent contractors or paid off the books do not receive their work rights and benefits)
- Protections under the Temporary Workers' Bill of Rights, Domestic Workers' Bill of Rights, Child Labor Laws, and all other Wage and Hour Laws
- And [more](#)

NJDOL protects workers from retaliation:

- New Jersey law protects you from [retaliation](#).
- You can ask questions, learn about your rights, and report issues.
- Your employer cannot threaten you, fire you, cut your hours, or take other negative actions for exercising your legal rights. If they do, they can face penalties.

More protections for immigrants:

- Employers cannot disclose, or threaten to disclose, your immigration status to hide that they broke certain laws. If they do, they face bigger penalties. [Learn more about this law.](#)

Report problems to NJDOL

If your employer doesn't follow the law, you can file a complaint with NJDOL. If they break the law, they may face fines and penalties, and you may be eligible for backpay and other remedies.

You don't need a Social Security Number to file a complaint.

- [File a complaint online](#) or call 609-292-2305.
- A trusted person can help file a complaint or contact NJDOL on your behalf.
- We have multilingual staff ready to assist you.
- We won't share your identity and other personally identifiable information with your employer without your permission. [Click here for more information.](#)
- You can file an anonymous complaint, but investigations work best when we can contact you.

Does not impact public charge

Filing a complaint or getting the wages you are owed is not considered a “public charge.” It should not impact your application for a visa or green card. [Learn more here.](#)

Additional support

State resources:

- [Office of New Americans](#)
- [Office of New Americans - Know Your Rights](#)
- [Office of New Americans - Legal Services](#)
- [Immigrant Trust Directive](#) by the Attorney General of New Jersey

You can also learn about our [outreach partners](#).

Federal resources:

[U.S. Department of Justice - List of Pro Bono Legal Service Providers](#)

[Return to My Work Rights homepage](#)

My Work Rights

Home

Wages and Overtime

Safety and Health

Leave and Benefits

More Work Protections

Laws and Regulations

Information for Employers

Statewide

Governor Phil Murphy

Lt. Governor Tahesha Way

NJ Home

Services A to Z

Departments/Agencies

Contact Us

Privacy Notice

Legal Statement & Disclaimers

Accessibility Statement



Copyright © State of New Jersey, 1996-2025

Department of Labor

1 John Fitch Plz,

Trenton, NJ 08611

