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FOR IMMEDIATE RELEASE

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TRENTON – In the spirit of the holiday season, the New Jersey Department of Labor and Workforce Development (NJDOL) is gifting the state’s laundromat owners a package of materials to help ensure they start the new year in compliance with the state’s labor laws.

The January mailing is part of an ongoing Strategic Enforcement initiative in the retail, coin-operated laundromat industry by the agency’s Division of Wage and Hour Compliance to make sure employers are aware of – and in compliance with – earned sick leave, minimum wage, overtime and other labor laws.

[Strategic enforcement](#) focuses on industries with a history of non-compliance with existing laws and on those whose employees are less likely to file complaints with the Department. The retail, coin-operated laundromat industry employs many vulnerable, low-wage workers who have experienced [violations of their work rights](#). NJDOL holds non-compliant employers in this industry accountable for labor violations.

At the same time, NJDOL believes that providing outreach and education to all laundromat employers and workers about labor rights is a key component of Strategic Enforcement. Understanding these laws ensures that laundromat employers prevent costly violations for their business and workers are treated well.

The Division of Wage and Hour Compliance will mail this compliance package to 950 laundromats throughout New Jersey. This outreach effort will equip laundromat employers with the knowledge to understand their responsibilities so they meet their obligations.

“Our department believes the vast majority of employers are good and honest actors who want to follow the law and treat their employees with dignity and respect,” said Labor Commissioner Robert Asaro-Angelo. “We are making sure small and growing businesses have the information and guidance they need to comply with state laws, while calling out and punishing employers who refuse to come into compliance.”

NJDOL also has been working with the Coin Laundry Association (CLA) since summer to provide hands-on help to laundromat owners to increase awareness of workers’ rights and share best practices that eliminate worker exploitation and prevent repeated violations of the state’s wage and hour laws.

Under the law, retail laundry and other employers are required to:

- Pay their employees at least the [state minimum wage](#), which increased to \$15.13 for most employees on January 1.
- Pay their employees overtime of 1 ½ times their regular pay rate when they work over 40 hours in a workweek.
- Appropriately classify workers as employees.
- [Register](#) in the new online system for working papers when hiring a minor worker under age 18; ensure minors work in safe jobs; and provide additional protections under state child labor laws.
- Allow their employees, including full-time, part-time, and temporary employees, to earn and use sick leave to care for themselves or a loved one.
- [Display](#) all required employment posters where employees can see them at the workplace.

Laundromat employers who took the initiative to understand employment requirements, provide basic training for their employees, and establish good record keeping practices tended to have fewer or no violations.

The compliance package being sent to all laundromat owners in the state will include the Employer’s Guide to Wage and Hour Laws, the Earned Sick Leave Compliance Checklist, and the required Earned Sick Leave employment poster. These resources will help laundromat owners start the New Year in

compliance with state labor laws.

Employers are encouraged to make compliance with state wage and hour laws their New Year's resolution. On-demand resources such as flyers, brochures and a labor laws webinar are available on the Wage and Hour Division's [website](#).

Laundromats will continue to be a Strategic Enforcement focus in 2024. Any business or organization that would like to engage with NJDOL to ensure they maintain a lawful workplace is encouraged to email wagehour@dol.nj.gov.

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