

ASSEMBLY, No. 4285

STATE OF NEW JERSEY

220th LEGISLATURE

INTRODUCED JUNE 16, 2022

Sponsored by:

Assemblywoman BRITNEE N. TIMBERLAKE

District 34 (Essex and Passaic)

Co-Sponsored by:

Assemblywoman Jaffer

SYNOPSIS

Requires certain salary, compensation and benefit information to be included in certain job postings.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 6/20/2022)

1 AN ACT concerning job postings and supplementing Title 34 of the
2 Revised Statutes.

3
4 **BE IT ENACTED** *by the Senate and General Assembly of the State*
5 *of New Jersey:*

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7 1. a. As used in this section:

8 "Advertisement" means any circulation, mailing, posting, or any
9 other form of publication, utilizing any media, promoting an
10 employer or intending to alert its audience, regardless of size, to the
11 availability of any position of employment.

12 "Employer" means any person, company, corporation, firm, labor
13 organization, or association which has 10 or more employees over
14 20 calendar weeks and does business, employs persons, or takes
15 applications for employment within this State, including the State,
16 any county or municipality, or any instrumentality thereof. The term
17 shall include job placement and referral agencies and other
18 employment agencies, but excludes the United States or any of its
19 departments, agencies, boards, or commissions, or any employee or
20 agent thereof.

21 "Employment" means any occupation, vocation, job, or work
22 with pay, including temporary or seasonal work, contingent work,
23 and work through the services of a temporary or other employment
24 agency; any form of vocational apprenticeship; or any internship.
25 The physical location of the prospective employment shall be in
26 whole, or substantial part, within this State.

27 b. An employer posting an advertisement for employment in the
28 State on any platform, whether the platform is owned or controlled
29 by the employer or is a third-party platform, shall disclose in the
30 posting the following information:

31 (1) the minimum and maximum salary or hourly wage rate range
32 for the position;

33 (2) any supplemental compensation for which the position is
34 eligible;

35 (3) a description of the benefits provided for the position,
36 including, but not limited to, paid leave, health care plans, and
37 dental plans; and

38 (4) retirement plans offered through the employer.

39 c. Any employer who violates this section shall be liable for a
40 civil penalty in an amount not to exceed \$1,000 for the first
41 violation, \$5,000 for the second violation, and \$10,000 for each
42 subsequent violation collectible by the Commissioner of Labor and
43 Workforce Development in a summary proceeding pursuant to the
44 "Penalty Enforcement Law of 1999," P.L.1999, c.274 (C.2A:58-10
45 et seq.).

46
47 2. This act shall take effect immediately.

STATEMENT

This bill requires employers to include in all job postings certain information regarding the position, specifically:

(1) the minimum and maximum salary or hourly wage rate range for the position;

(2) any supplemental compensation for which the position is eligible;

(3) a description of the benefits provided for the position, including, but not limited to, paid leave, health care plans, and dental plans; and

(4) retirement plans offered through the employer.

The bill includes all public and private employers in the State with 10 or more employees, and the requirement applies to postings on platforms owned or controlled by employers or on platforms owned or controlled by third parties.

Under the bill, if an employer fails to include the required information in a job posting, the employer will be liable for a civil penalty, collectible by the Commissioner of Labor and Workforce Development in a summary proceeding.