

**ASSEMBLY, No. 3501**

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**STATE OF NEW JERSEY**

**221st LEGISLATURE**

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INTRODUCED FEBRUARY 5, 2024

**Sponsored by:**

**Assemblywoman SHANIQUE SPEIGHT**

**District 29 (Essex and Hudson)**

**Assemblywoman SHAMA A. HAIDER**

**District 37 (Bergen)**

**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: 2/22/2024)**

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

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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  
28 the State on any platform, whether the platform is owned or  
29 controlled by the employer or is a third-party platform, shall  
30 disclose in the 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.

1 STATEMENT

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

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

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

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

12 (4) retirement plans offered through the employer.

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

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