

**SENATE, No. 2962**

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**STATE OF NEW JERSEY**

**221st LEGISLATURE**

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INTRODUCED MARCH 18, 2024

**Sponsored by:**

**Senator LINDA R. GREENSTEIN**

**District 14 (Mercer and Middlesex)**

**Senator ANGELA V. MCKNIGHT**

**District 31 (Hudson)**

**Co-Sponsored by:**

**Senators Singer, Corrado, Burzichelli, Amato, Space, Turner, Pou and Moriarty**

**SYNOPSIS**

Requires contractor subject to prevailing wage law to provide orientation meeting to new employee on prevailing wage project.

**CURRENT VERSION OF TEXT**

As introduced.



**(Sponsorship Updated As Of: 5/9/2024)**

1 AN ACT concerning the rights of employees under the prevailing  
2 wage law and amending P.L.1963, c.150.

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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. Section 8 of P.L.1963, c.150 (C.34:11-56.32) is amended to  
8 read as follows:

9 8. Contractors and subcontractors performing public work of a  
10 public body subject to the provisions of **[this act]** the “New Jersey  
11 Prevailing Wage Act,” P.L.1963, c.150 (C.34:11-56.25 et seq.) shall  
12 **[post]**:

13 a. Post the prevailing wage rates for each craft and classification  
14 involved as determined by the commissioner, including the  
15 effective date of any changes thereof, in prominent and easily  
16 accessible places at the site of the work or at such place or places as  
17 are used by them to pay workmen their wages; and

18 b. Conduct a mandatory orientation meeting for each employee  
19 on the employee’s first day of a project that explains the  
20 employee’s wages under the “New Jersey Prevailing Wage Act,”  
21 P.L.1963, c.150 (C.34:11-56.25 et seq.) and the employee’s  
22 classification under that law. An employer may satisfy this  
23 requirement by conducting one orientation meeting to a group of  
24 employees if the employees commence employment on the same  
25 day. Upon completion of the orientation, each employee shall be  
26 required to sign a form, promulgated by the Commissioner of Labor  
27 and Workforce Development, stating that the employee has received  
28 the orientation. The contractor or subcontractor conducting the  
29 orientation shall retain each completed form for a period of no less  
30 than five years and shall make each completed form available to the  
31 Department of Labor and Workforce Development upon request by  
32 the department.

33 (cf: P.L.1963, c.150, s.8)

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35 2. This act shall take effect on the first day of the third month  
36 next following enactment, except that the Commissioner of Labor  
37 and Workforce Development may take any anticipatory  
38 administrative action in advance as shall be necessary for the  
39 implementation of this act.

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#### STATEMENT

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44 This bill requires contractors and subcontractors who are subject  
45 to the “New Jersey Prevailing Wage Act” to conduct a mandatory

**EXPLANATION** – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1 orientation meeting for each employee on the employee's first day  
2 of a project that explains the employee's wages and the employee's  
3 classification under that law. An employer may satisfy this  
4 requirement by conducting one orientation meeting to a group of  
5 employees if the employees start employment on the same day.

6 Upon completion of the orientation, each employee will be  
7 required to sign a form, promulgated by the Commissioner of Labor  
8 and Workforce Development, stating that the employee has received  
9 the orientation. The bill requires the contractor or subcontractor  
10 conducting the orientation to retain each completed form for a  
11 period of no less than five years and to provide each completed  
12 form to the Department of Labor and Workforce Development upon  
13 request by the department.