

[First Reprint]

SENATE, No. 2962

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED MARCH 18, 2024

Sponsored by:

Senator LINDA R. GREENSTEIN

District 14 (Mercer and Middlesex)

Senator ANGELA V. MCKNIGHT

District 31 (Hudson)

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District 14 (Mercer and Middlesex)

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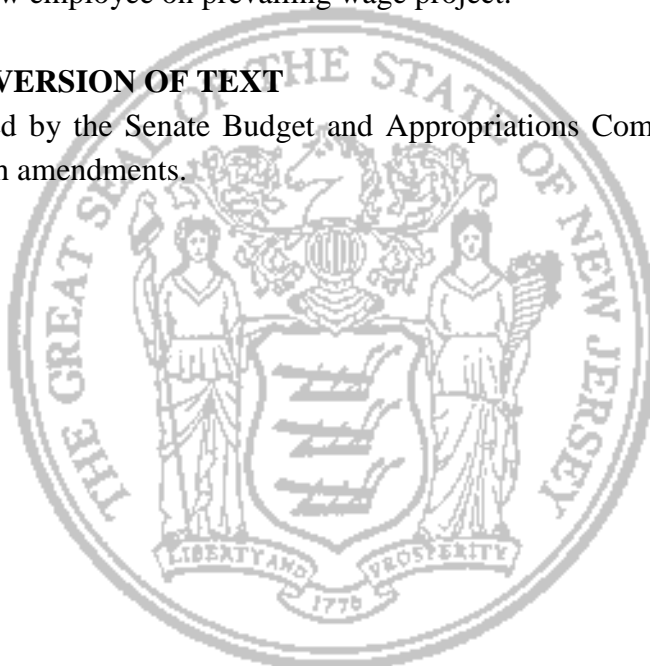
**Senators Singer, Corrado, Burzichelli, Amato, Space, Turner, Pou,
Moriarty and Assemblywoman Fantasia**

SYNOPSIS

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

CURRENT VERSION OF TEXT

As reported by the Senate Budget and Appropriations Committee on June 24, 2024, with amendments.



(Sponsorship Updated As Of: 9/26/2024)

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

3

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

6

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 ¹or up to three days before¹ the employee’s first day of a project
20 that explains the employee’s wages under the “New Jersey
21 Prevailing Wage Act,” P.L.1963, c.150 (C.34:11-56.25 et seq.) and
22 the employee’s classification under that law ¹unless the employer
23 has entered into a collective bargaining agreement with the
24 employee’s labor organization¹. An employer may satisfy this
25 requirement by conducting one orientation meeting to a group of
26 employees if the employees commence employment on the same
27 day. Upon completion of the orientation, each employee shall be
28 required to sign a form, promulgated by the Commissioner of Labor
29 and Workforce Development, stating that the employee has received
30 the orientation. The contractor or subcontractor conducting the
31 orientation shall retain each completed form for a period of no less
32 than ¹**[five]** ¹six¹ years and shall make each completed form
33 available to the Department of Labor and Workforce Development
34 upon request by the department. ¹An employer that enters into a
35 collective bargaining agreement with an employee’s labor
36 organization shall not be required to conduct an orientation or
37 comply with the subsequent requirements of the orientation with
38 that employee.¹

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

40

41 2. This act shall take effect on the first day of the third month
42 next following enactment, except that the Commissioner of Labor
43 and Workforce Development may take any anticipatory
44 administrative action in advance as shall be necessary for the
45 implementation of this act.

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.

Matter enclosed in superscript numerals has been adopted as follows:

¹Senate SBA committee amendments adopted June 24, 2024.