

**ASSEMBLY, No. 1990**

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**STATE OF NEW JERSEY**

**222nd LEGISLATURE**

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PRE-FILED FOR INTRODUCTION IN THE 2026 SESSION

**Sponsored by:**

**Assemblywoman ANNETTE QUIJANO**

**District 20 (Union)**

**SYNOPSIS**

Requires transparency concerning compensation in employment listings and with promotional opportunities.

**CURRENT VERSION OF TEXT**

Introduced Pending Technical Review by Legislative Counsel.



1 AN ACT concerning transparency in employment listings and  
2 supplementing Title 34 of the 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. An employer shall make reasonable efforts to announce,  
8 post, or otherwise make known opportunities for promotion that are  
9 advertised internally within the employer or externally on internet-  
10 based advertisements, postings, printed flyers, or other similar  
11 advertisements to all current employees in the affected department or  
12 departments of the employer's business prior to making a promotion  
13 decision. Any promotion for a current employee that is awarded on  
14 the basis of years of experience or performance shall not be subject to  
15 the notification requirements established in this subsection. Nothing in  
16 this subsection shall be construed to prohibit an employer from making  
17 a promotion on an emergent basis due to an unforeseen event.

18 b. An employer shall disclose in each posting for new jobs and  
19 transfer opportunities that are advertised by the employer either  
20 externally or internally the hourly wage or salary, or a range of the  
21 hourly wage or salary, and:

22 (1) any supplemental compensation for which the position is  
23 eligible;

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

27 (3) any retirement plans offered through the employer.

28 Nothing in this subsection shall be construed to prohibit an  
29 employer from increasing the wages, benefits, and compensation  
30 identified in the job opening posting at the time of making an offer for  
31 employment to an applicant.

32 c. (1) Any employer who violates this act shall be subject to a civil  
33 penalty in an amount not to exceed \$300 for the first violation, and  
34 \$600 for each subsequent violation, collectible by the Commissioner  
35 of Labor and Workforce Development in a summary proceeding  
36 pursuant to the "Penalty Enforcement Law of 1999,"  
37 P.L.1999, c.274 (C.2A:58-10 et seq.).

38 (2) An employer's failure to comply with subsection a. of this  
39 section for one promotional opportunity shall be considered one  
40 violation for all listings of a particular promotion, even if that  
41 promotion is listed on multiple forums.

42 (3) An employer's failure to comply with subsection b. of this  
43 section for all postings for a particular job opening or transfer  
44 opportunity shall be considered one violation regardless of the number  
45 of postings that list, or forums that advertise, that job opening or  
46 transfer opportunity, as appropriate.

47 d. (1) Temporary help service firms and consulting firms  
48 registered with the Division of Consumer Affairs in the Department of

1 Law and Public Safety shall not be required to provide, on job postings  
2 that are posted for the purpose of identifying qualified applicants for  
3 potential future job openings and not for existing job openings:

4 (a) the hourly wage or salary, or range of hourly wage or salary; or  
5 (b) a general description of benefits and other compensation  
6 programs for which the employee would be eligible.

7 (2) Temporary help service firms or consulting firms shall be  
8 required to provide the pay and benefit information listed in paragraph  
9 (1) of this subsection to an applicant for temporary employment at the  
10 time of interview or hire for a specific job opening.

11 e. As used in this act:

12 “Employer” means any person, company, corporation, firm, labor  
13 organization, or association which has 10 or more employees over 20  
14 calendar weeks and does business, employs persons, or takes  
15 applications for employment within this State, including the State, any  
16 county or municipality, or any instrumentality thereof. The term shall  
17 include job placement and referral agencies and other employment  
18 agencies.

19 “Promotion” means a change in job title and an increase in  
20 compensation.

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22 2. This act shall take effect on the first day of the seventh  
23 month next following the date of enactment.

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#### STATEMENT

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28 This bill requires employers to make reasonable efforts to  
29 announce, post, or otherwise make known opportunities for  
30 promotion that are advertised internally within the employer or  
31 externally on internet-based advertisements, postings, printed  
32 flyers, or other similar advertisements to all current employees in  
33 the affected department or departments of the employer’s business  
34 prior to making a promotion decision.

35 The bill requires employers to disclose in each posting for new  
36 jobs and transfer opportunities that are advertised by the employer  
37 either externally or internally the hourly wage or salary, or a range  
38 of the hourly wage or salary, and (1) any supplemental  
39 compensation for which the position is eligible; (2) a description of  
40 the benefits provided for the position, including, but not limited to,  
41 paid and unpaid leave, health care plans, and dental plans; and (3)  
42 any retirement plans offered through the employer.

43 An employer’s failure to comply with the bill’s provisions in  
44 connection with a particular promotional opportunity will be  
45 considered one violation for all listings of that promotion, even if  
46 that promotion is listed on multiple forums.

47 An employer’s failure to comply with the bill’s provisions in  
48 connection with a particular job opening or transfer opportunity will

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1 be considered one violation regardless of the number of postings  
2 that list, or forums that advertise, that job opening or transfer  
3 opportunity, as appropriate.

4 The Commissioner of Labor and Workforce Development may  
5 enforce the provisions of the bill in a summary proceeding, and an  
6 employer who violates the bill will be subject to a civil penalty in  
7 an amount not to exceed \$300 for the first violation, and \$600 for  
8 each subsequent violation.