Work Rights & Child Care:

NJDOL Resources



NJAEYC Conference
October 8th, 2026

NJDOL'S MISSION Opportunity. Stability. Dignity.

The New Jersey Department of Labor and Workforce Development is dedicated to protecting our workforce, strengthening our businesses, and promoting the dignity of work.

NJDOL Programs:

- NJ Paid Family and Medical Leave (Temporary Disability & Family Leave Insurance)
- Unemployment Insurance
- Workers' Compensation
- Work rights (Wage & Hour Law)
- Health & Safety
- Career services
- Business services
- and more



This presentation provides general information, not legal opinion.

- The NJ Register and the NJ Administrative Code remain the official sources for regulatory information published by the NJDOL. Regulations for the Domestic Workers Bill of Rights have not yet been published.
  Check nj.gov/labor for updates.
- These slides were drafted with the assistance of Generative AI.

Agenda

- Work rights overview
- Cash benefits
- Business services
- Career services
- Q+A

Workers Have the Right to Be Paid

The **New Jersey Division of Wage and Hour Compliance** enforces NJ's labor laws such as:

- earned sick leave
- minimum wage
- overtime
- misclassification
- wage payment
- and more

IMMIGRANTS ARE COVERED, REGARDLESS OF STATUS:



NJDOL serves all workers regardless of their immigration or citizenship status.

We don't ask workers about their immigration or citizenship status.

NJDOL is a state department. We are separate from the federal government.

We have strong regulations to protect the personal information of workers.

NJDOL does not voluntarily share workers' personal information with federal immigration authorities.

If federal immigration authorities request the personal information of workers from NJDOL, they must present a valid subpoena or warrant signed by a judge.

Earned Sick Leave

- Employers must provide employees with up to 40 hours of paid sick time per year to care for themselves and loved ones
- Employers may provide 40 hours up front or employees accrue 1 hour for every 30 hours worked
- Applies to nearly **ALL** employees, full-time, part-time and temporary
- Regardless how workers are paid—cash, piece rate or salary

For More than Being Sick!



Workers can use Earned Sick Leave to:

- Care for their own physical or mental illness
- Care for a loved one's physical or mental illness
- Receive wellness care
- Cope with domestic or sexual violence, or care for a loved one who is a victim/survivor
- Attend a child's school-related meeting, conference, or event, when requested by the school

Special uses during public health emergencies.



MINIMUM WAGE AND OVERTIME

Employees are entitled to regular pay, of at least the state minimum wage, and the rate agreed to when hired.

Most employees who work over 40 hours per week are also entitled to 1.5 times their hourly rate for those hours.

Example: *If you are paid $20 an hour regularly, then the employer must pay you $30 an hour (1.5 x $20) for every hour worked over 40 hours each week.*

Learn more at nj.gov/labor/wageandhour/ under "FAQs"

Minimum Wage

Date	Most Employers	Seasonal & Small Employers (fewer than 6)	Agricultural Employers	Cash for Tipped Workers	Wage for Long-Term Care Facility Direct Care Staff
January 1, 2020	$11	$10.30	$10.30	$3.13	$11; $14 as of 11/1/20
January 1, 2021	$12	$11.10	$10.30	$4.13	$15
January 1, 2022	$13	$11.90	$11.05	$5.13	$16
January 1, 2023	$14.13	$12.93	$12.01	$5.26	$17.13
January 1, 2024	$15.13	$13.73	$12.81	$5.26	$18.13
January 1, 2025	$15.49	$14.53	$13.40	$5.62	$18.49
January 1, 2026	$15.92	$15.23	$14.20	$6.05	$18.92
January 1, 2027*	$16.48	$16.25	$15	$6.61	$19.48

*Minimum wage may continue to increase each January 1 based on a measure of inflation.

MW-570 (9/26)

See **nj.gov/labor/minwage** for more information.

REGULAR PAYDAYS



- Notify employees of rate of pay and regular payday upon hiring
- Notify employees of any changes in rates of pay or paydays prior to the changes
- Provide each employee with statement of deductions for each pay period
- Employers must pay their employees:
  - Regularly
  - At least twice a month
  - No more than 10 days after the end of the pay period
- An employer can't require an employee to accept direct deposit. They must pay the employee by cash or check if they prefer.

Keep Records

- Employers need to keep daily and weekly records of the exact total hours worked each day and within a week.
- For most laws, employers need to keep records for 6 years.
- We recommend employees keep their own records.

Helpful resource: USDOL Timekeeping App

Pay & Benefits Transparency

Law went into effect on June 1, 2025.

Employers must:

- Provide the pay information, a general description of benefits, and other compensation in job postings
- Make reasonable efforts to make employees in affected departments aware of promotional opportunities

Covered employers are any person, company, corporation, firm, labor organization, or association which:

- Has 10 or more employees over 20 or more calendar weeks; and
- Does business, employs persons, or takes applications for employment within New Jersey.
- Or are public employers

Learn more about the law and how to file a strong complaint at **nj.gov/labor/paytransparency**.

PROPER CLASSIFICATION



Sometimes employers classify workers as independent contractors when they are really employees. Sometimes employers pay workers cash off the books.

If a worker is misclassified as an independent contractor or paid cash off the books, they're not at fault, but they could miss out on work rights and benefits.

Employers can face penalties, and the worker may be entitled to financial compensation.

Retaliation

Employers cannot penalize employees for

- Filing a complaint or participating in an investigation
- Complaining about a violation of the law
- Or testifying or preparing to testifying in an investigation

Punishment includes firing, disciplinary action, cutting pay or hours, or other adverse actions.

Employers breaking this law may face penalties.

If retaliation occurs, an employee should file a complaint right away. They also have the right to take private legal action.

ADDITIONAL PROTECTIONS FOR IMMIGRANT WORKERS:



Employers cannot disclose, or threaten to disclose, a worker's immigration status to hide that they broke certain laws. If they do, they face bigger penalties.

Learn more at nj.gov/labor/immigrants.

FAMILY AND MEDICAL LEAVE

If an employee cannot work because they must care for their own or a loved one's illness or injury, recover from pregnancy/childbirth, bond with a new child, or cope with domestic/sexual violence, they could receive cash benefits.





- There are minimum earnings requirements. These requirements can be met across multiple employers.
- Must have a valid social security number to apply.

Learn more about these programs at **myleavebenefits.nj.gov.**

If an employer is not registered with Employer Accounts, could still be eligible for benefits, so still apply.

Employee's job(s) may also be protected under multiple State/Federal law.

- These laws recently changed. Learn more at **myleavebenefits.nj.gov/jobprotection**.



UNEMPLOYMENT BENEFITS

If a worker loses their job or work hours through no fault of their own, they could be eligible for Unemployment Insurance.

- There are minimum earnings requirements. These requirements can be met across multiple employers.
- Must have work authorization during periods of earnings and SSN to apply.
- **Learn more at** myunemployment.nj.gov.

WORKERS' COMPENSATION

By law, every employer in New Jersey must have Workers' Compensation insurance for their employees.

Workers' Compensation provides medical treatment, wage replacement, and permanent disability compensation to employees who suffer job-related injuries or illnesses.

Learn more at nj.gov/labor/wc.



More Work Rights

Special protections apply to:

- Domestic workers: nj.gov/labor/domesticworkers
- Temp workers: nj.gov/labor/tempworkers
- Farm Workers: nj.gov/labor/farmworkers
- Tipped Workers: nj.gov/labor/tippedworkers
- Workers Under 18: nj.gov/labor/youngworkers

Additional Resources for:

- Immigrants: nj.gov/labor/immigrants
- LGBTQIA+ Workers: nj.gov/labor/lgbtq
- Victims/Survivors of Domestic and Sexual Violence: nj.gov/labor/survivors

WE'RE HERE FOR YOU!

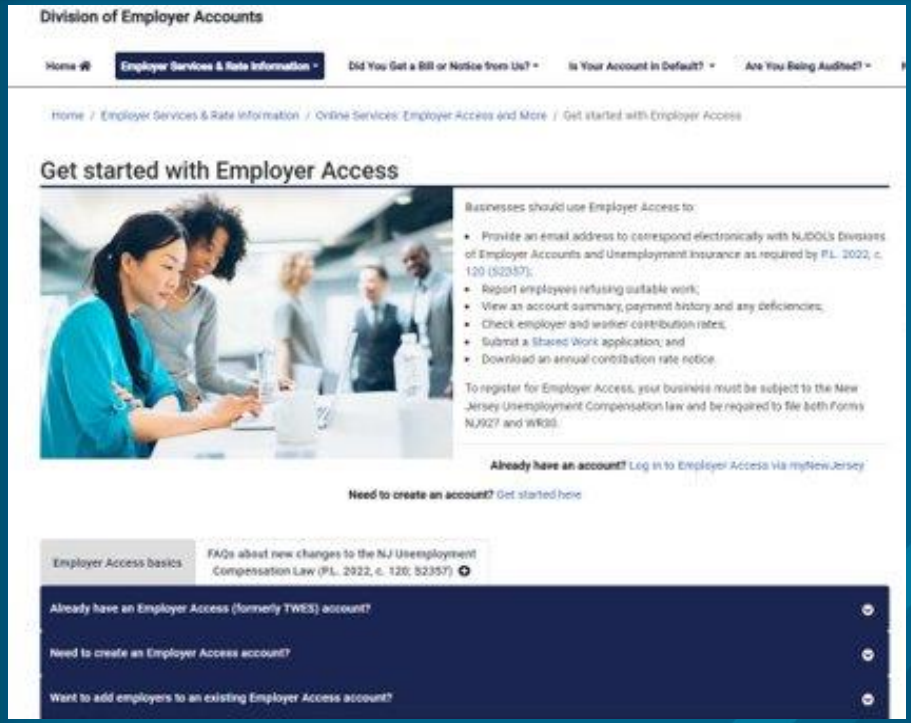
HOW NJDOL CAN PARTNER WITH CARE WORKFORCE JOBSEEKERS & EMPLOYERS



Employer Access

With Employer Access, employers can:

- Electronically access/view the employer's payment details, delinquencies, rates and quarterly reports NJ927/WR30.
- Update address used by the Division of Employer Accounts
- Download the Division of Temporary Disability year-end statement for preparing W2s
- Respond to the Division of Unemployment notice of Refusal of Suitable Work (RSW)
- Access many other employer resources



Employer Access, continued

Register For Employer Access

- Create a MyNewJersey account: https://my.state.nj.us/signup/Signup
- Must have your own MyNewJersey user login id, registered to your legal name.
- Do not create multiple MyNewJersey accounts or create an account with a shared email address.

Employer Access Verification Application:

- Should only be completed by the employer or an employee/representative of the employer, not a third party.
- Third party providers (like payroll companies) can gain access to the Employer Access application as a user after the employer registers.

BUSINESS SERVICES - Business Engagement & Sector Strategies

BUSINESS SERVICES & SUPPORT





Financial Incentive Programs

- Growing Apprenticeship in Nontraditional Sectors (GAINS)
- Pre-Apprenticeship in Career Education (PACE)
- On-The-Job Training (OJT)
- UPSKILL – NJ Incumbent Worker Program

Notices of Grant Opportunity: FY27

FY27 Dates

- **FY27 Upskill** was released 9/2/26, and applications due 10/28
- **FY27 PACE** – Round 1 released 9/2/26, Letter of Intent due 10/23 and applications due 10/30
- **FY27 GAINS –** Round 1 released 9/28/26, Letter of intent due 11/27, and applications due 12/4

Check **nj.gov/labor/grants** regularly for notices. We release funding in multiple rounds.

Tips for Upskill, Apprenticeship

- Group of employers can apply with an intermediary
- Identify group of employers in advance
- All employers must provide a Tax Clearance Certificate
- These are reimbursement grants (no up-front funding)
- Training must be provided to W2 employees, not independent contractors/1099 staff*

Office of the Care Workforce

Mission: Strengthen, support, and expand New Jersey's Care Economy

Goals:

- Improve job quality and compensation
- Create sustainable career pathways
- Meet growing demand for care services



Office of the Care Workforce

Industries we serve:

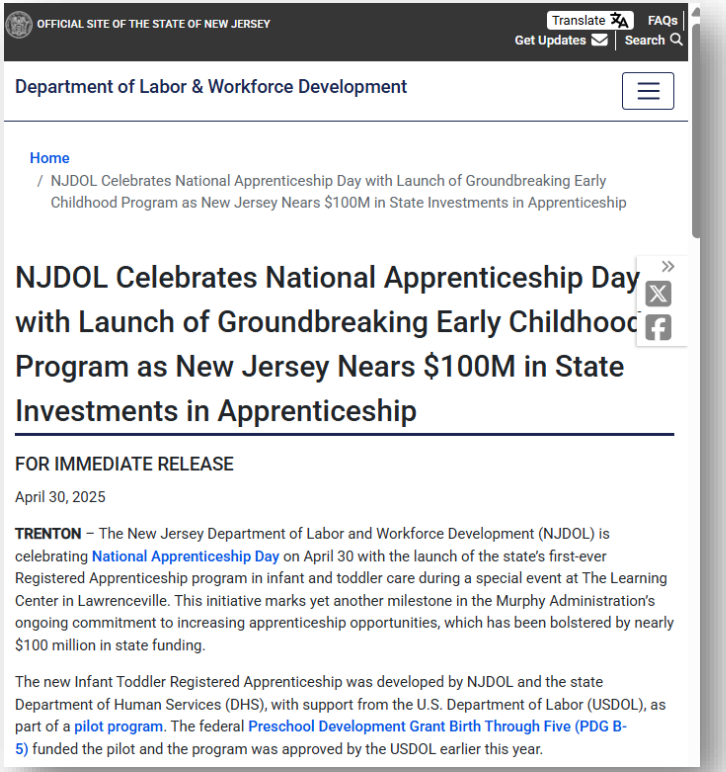
- Healthcare employers and hospitals
- Long term care facilities
- Home health services
- Child care providers
- Maternal health services
- Disability services & direct care

Three pillars

- **Industry support** for employers facing workforce challenges
- **Career development** through training and pathways
- **Strategic planning** to ensure long-term sustainability

Learn more:
nj.gov/labor/careworkforce

Office of the Care Workforce



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FOR IMMEDIATE RELEASE

April 30, 2025

TRENTON – The New Jersey Department of Labor and Workforce Development (NJDOL) is celebrating National Apprenticeship Day on April 30 with the launch of the state's first-ever Registered Apprenticeship program in infant and toddler care during a special event at The Learning Center in Lawrenceville. This initiative marks yet another milestone in the Murphy Administration's ongoing commitment to increasing apprenticeship opportunities, which has been bolstered by nearly $100 million in state funding.

The new Infant Toddler Registered Apprenticeship was developed by NJDOL and the state Department of Human Services (DHS), with support from the U.S. Department of Labor (USDOL), as part of a pilot program. The federal Preschool Development Grant Birth Through Five (PDG B-5) funded the pilot and the program was approved by the USDOL earlier this year.

Partnership with NJ Department of Human Services on Early Childhood Apprenticeship grant

Career Services

New Jersey's One-Stop Career Centers are staffed with qualified employment counselors to provide guidance for jobseekers.

careerservices.nj.gov





mycareer.nj.gov

Explore a connected suite of career, job, and training tools



KEY RESOURCES

- Work rights info: **myworkrights.nj.gov**
- Info for employers: myworkrights.nj.gov/employers
- Digital Career Tools: mycareer.nj.gov
- Business services: nj.gov/labor/business

THANK YOU

QUESTIONS?

HOLLY LOW | Director, Strategic Outreach and Partnerships
Holly.Low@dol.nj.gov

KIMBERLY KING-WEBSTER| Outreach and Engagement Manager
Kimberly.King-Webster@dol.nj.gov