

All Employers Must Pay Wages to All Employees in Full at Least Twice a Calendar Month.

Executive and supervisory employees, however, may be paid at least once a calendar month.

Payment must be made on regular paydays designated in advance.

When a payday falls on a non-work day, payment must be made on the immediately preceding work day, unless a collective bargaining agreement states otherwise.

Pay periods must not end more than 10 working days before payday, when payment is made on a regular payday. If payment is by check, arrangements must be made to allow employees to cash the full check without difficulty.

- Employees leaving or terminated for any reason, including labor disputes, must be paid all wages due not later than the regular payday for the period in which employment ended.
- An additional 10 days may be allowed when a labor dispute involves payroll employees.
- Employees paid on an incentive system must be paid a reasonable estimate of wages due until exact amounts are known.
- Payment may be made through regular pay channels or by mail if requested by the employee.

It is unlawful to make any agreement for payment other than as provided in this act, except to pay at shorter intervals or to pay wages in advance.

Wages due a deceased employee may be paid to the survivors in the order of preference as outlined in the statute.

No Deductions from Employees' Wages are Permitted Except:

Amounts authorized by New Jersey or United States Law or payments to correct payroll errors.

Contributions or payments authorized by employees either in writing or under a collective bargaining agreement for:

Employee welfare • insurance • hospitalization • medical or surgical or both • pension • retirement • profit-sharing plans • group or individual retirement annuity plans • individual retirement accounts at any state or federally chartered bank, savings bank, or savings and loan association • company-operated thrift plans • security option or security purchase plans to buy marketable securities • employee personal savings accounts such as a credit union, savings fund society, savings and loan or building and loan association • Christmas, vacation or other savings funds • purchase of company products or employer loans in accordance with the payment schedule contained in the original purchase or loan agreement • safety equipment • U.S. government bonds • costs and fees to replace employee identification for

Enforced by: Division of Wage and Hour Compliance
NJ Department of Labor and Workforce Development
PO Box 389, Trenton, NJ 08625-0389 • 609-292-2305

This and other required employer posters are available free online at nj.gov/labor.

Equipos de seguridad • costos y honorarios por reemplazar las identificaciones de los empleados para el acceso a zonas de aeropuertos que son estériles o aseguradas • Contribuciones para caridades organizadas y debidamente reconocidas • El alquiler de ropa para el trabajo o uniformes o para la lavada o el lavado en seco de ropa para el trabajo o uniformes • Las cuotas y pagos de unión • cuotas de membresía en gimnasios • servicios de cuidado infantil.

Todo Patrono Deberá:

- Notificar a los empleados en el momento de ofrecerle el trabajo cuanto les va a pagar y el día normal de pago.
- Notificar a los empleados de los cambios en el pago y en el día normal de pago antes de efectuarse estos cambios.
- Proveer a cada empleado un comprobante con cada pago indicando el pago en bruto, el pago neto y los descuentos.
- Hacer y mantener documentos para los empleados, incluyendo horas y salarios, y presentar estos documentos para inspección.
- Proveer a los empleados al momento de la contratación el aviso obligatorio (formulario número MW-400) en el que se describe la obligación del empleador de mantener registros e informar en materia de salarios, beneficios, impuestos y otras contribuciones y evaluaciones.

El Comisionado del Trabajo esforzará y administrará las provisiones de esta ley. El Comisionado o un representante autorizado tendrá el poder de hacer todas las inspecciones necesarias de establecimientos y documentos.