



Employers Must Now Be Transparent about Pay and Benefits in Job Posts

As of June 1, 2025, New Jersey's new pay transparency law is officially in effect. Employers are now required to provide greater transparency in both hiring and promotional opportunities by disclosing compensation and benefits information.

Specifically, job postings must include the hourly wage or salary (or ranges) for the position, along with a general description of benefits and other compensation programs for which an applicant would be eligible if hired.

With respect to promotional opportunities, employers must make reasonable efforts to announce or post such opportunities to all current employees in the affected departments before making a decision. The only exceptions are promotions awarded based on years of service or performance, or those made on an emergent basis due to unforeseen circumstances.

The law applies to employers that (1) employ 10 or more employees over 20 calendar weeks, and (2) do business, employ persons, or accept applications for employment within New Jersey. Employers who fail to comply may face penalties—\$300 for the first violation and \$600 for each subsequent violation.

With the law now in effect, employers must ensure compliance by posting accurate pay ranges and benefits information, and by following the new rules around promotional opportunities.

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