

- “Seasonal Employment” means that in the previous year, at least 2/3 of the employer’s gross receipts were received in a continuous period of 13 weeks or less.
- “Small employer” means an employer with less than 10 employees at a time for the majority of the weeks of the current and preceding calendar year.
- Schedule of increases
  - Jan 1, 2019 \$8.85
  - July 1, 2019 \$9.50
  - Jan 1, 2020 \$11.00
  - Jan 1, 2021 \$11.55
  - Jan 1, 2022 \$12.70
  - Jan 1, 2023 \$13.85
  - Jan 1, 2024 \$15.00
- Schedule of raises for special classes
  - Applies to farm workers, all employees at a “small employer”, all employees under the age of 18, all employees engaged in “seasonal employment”.
  - Jan 1, 2019 \$8.85
  - Jan 1, 2020 \$10.10 [\$0.90 less]
  - Jan 1, 2022 \$10.35 [\$2.35 less]
  - Jan 1, 2023 \$10.70 [\$3.15 less]
  - Jan 1, 2024 \$11.10 [\$3.90 less]
  - Jan 1, 2025 \$11.70 [\$3.30 less at least]
  - Jan 1, 2026 \$12.45 [\$2.55 less at least]
  - Jan 1, 2027 \$13.20 [\$1.80 less at least]
  - Jan 1, 2028 \$14.10 [\$0.90 less at least]
  - Jan 1, 2029 \$15.00
- Wages will continue pass \$15 an hour based on Consumer Price Index (CPI) changes. Depending on the rate of inflation, minimum wage in 2029 will be roughly between \$16 and \$17.50 an hour when special rate hits \$15.
- In both cases, the wage will be higher than the schedule if the annual CPI increase is bigger than what is in the schedule (possible in the special classes schedule).
  - If the federal min wage is raised above the rates in either case, then the NJ min wage will be automatically set to the federal rate and that new rate will be increased based on CPI annually.
- Hourly wage for tipped employees also increased, ultimately to \$9.87 in 2024
- Training Wage
  - Starts Jan 1, 2020
  - Must be at least 90% of the applicable minimum wage rate
  - Employee must be enrolled in “an established employer training program which meets standards set by regulations adopted by the Commissioner”.
  - Only for the first 80 hours of work, employee must have no previous or similar experience.

- Employer cannot reduce hours for other employees so that the trainee can be used instead
- Employer must make a good faith effort to continue to employ the trainee after the training period is over
- If Commissioner determines the employer has abused the training wage, they can be suspended from being able to offer the training wage for a minimum of 3 years
- DOL Task Force
  - 10 members, one representative of the business community, one from AFL-CIO, 2 persons representing “low-income individuals”. Other 6 are Cabinet officials.
    - Purpose is to evaluate how the changes may affect the eligibility of low-income people for a variety of public benefits and services. Must produce annual reports to see if low income people may be worse off because the increase in pay/higher unemployment is kicking people off public benefits and leaving them worse off. If so, then the benefit eligibility should be increased.
  - DOL must issue a separate report in September 2024 to evaluate the effects of the increases on employers and employees.

