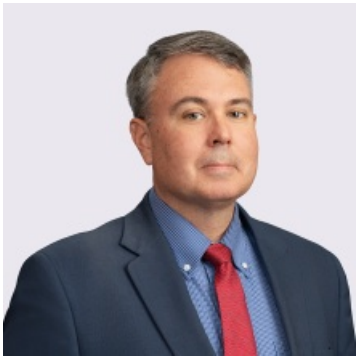


New Jersey Expands Information Required in Wage Statements of Deductions

By James M. McDonnell & Justin B. Cutlip

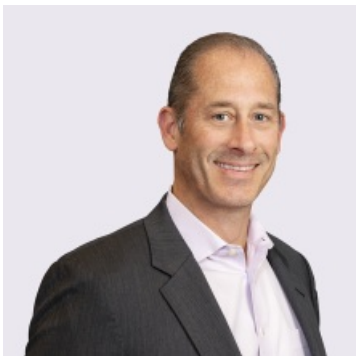
January 22, 2020

Meet the Authors



James M. McDonnell

Principal
908-795-5208
James.McDonnell@jacksonlewis.com



Justin B. Cutlip

Of Counsel
908-795-5136
Justin.Cutlip@jacksonlewis.com

Related Services

Technology

Wage and Hour

©2020 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on labor and employment law since 1958, Jackson Lewis P.C.'s 1000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged, stable and diverse, and share our clients' goals to emphasize inclusivity and respect for the contribution of every employee. For more information, visit <https://www.jacksonlewis.com>.

New Jersey has amended its Wage Payment Law (WPL) to require employers with at least 10 employees to furnish employees with additional information each pay period to assist in determining whether their wages are being properly calculated. The new law will take effect on May 20, 2020.

Currently, the WPL requires every employer to furnish each employee a statement of deductions from wage for each pay period the deductions are made. The amendment provides that, in addition to the statement of deductions, employers with at least 10 employees must provide the following information:

- The employee's gross wages;
- The employee's net wages;
- The employee's rate of pay; and
- If relevant to the wage calculation, the number of hours worked by the employee during the pay period.

Employers already must maintain all this information under the New Jersey Wage and Hour law. However, some employers may not be including all of the above information in the employee's pay statement.

Employers must ensure that this information, along with the statement of deductions, is provided to employees each pay period. The law allows employers to provide the statement to employees electronically, unless the employee requests the statement be provided in paper format.

Jackson Lewis attorneys are available to answer inquiries regarding the amendment to the WPL and assist employers with any questions regarding its requirements.