

Employment Law Update: New Jersey Minimum Wage Increases January 1st

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January 1, 2020 is less than a month away. Are you prepared for the next [rate increase to New Jersey's minimum wage](#)? On January 1st, the minimum wage for most New Jersey employers will increase to \$11.00 per hour, \$10.30 per hour for seasonal and small employers (fewer than 6 employees) and agricultural employers and the cash wage for tipped workers will rise to \$3.13 per hour. Also, the minimum amount that an employee must be paid to be considered exempt from overtime ([provided the "duties" test is met](#)) will increase to \$684 per week or \$35,568 per year. Additionally, the threshold to be classified as a highly compensated employee will increase to \$107,432 per year.

The chart below details the new minimum wages beginning on January 1, 2020:

Most Employers	Seasonal & Small Employers (fewer than 6)	Agricultural Employers	Cash Wage for Tipped Workers
\$11.00	\$10.30	\$10.30	\$3.13

View New Jersey's minimum wage adjustments through 2027:

https://www.nj.gov/labor/forms_pdfs/wagehour/minimumwage_postcard.pdf

If you are an employer with questions about the minimum wage law or the wage increases taking effect on January 1st, contact any member of the Wilentz Employment Law Team at 732-352-9858.

Attorney

- Tracy Armstrong