

## 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 1<sup>st</sup>, 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](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 1<sup>st</sup>, contact any member of the Wilentz Employment Law Team at 732-352-9858.

### Attorney

- Tracy Armstrong