

SENATE LABOR COMMITTEE

STATEMENT TO

SENATE, No. 562

STATE OF NEW JERSEY

DATED: JANUARY 27, 2020

The Senate Labor Committee reports favorably Senate Bill No. 562.

This bill increases certain penalties for violations of the “New Jersey State Wage and Hour Law,” P.L.1966, c.113 (C.34:11-56a et seq.).

Current law states that for a first violation of that law, an employer is guilty of a disorderly persons offense and may be punished by a fine of not less than \$100 and not more than \$1,000, by imprisonment for not less than 10 and not more than 90 days, or both. The bill increases the fines for a first violation to an amount not less than \$500, but maintains the maximum fine of not more than \$1,000.

Current law also states that for a second or subsequent violation, an employer is guilty of a disorderly persons offense and may be punished by a fine of not less than \$500 and not more than \$1,000, by imprisonment for not less than 10 and not more than 100 days, or both. The bill increases the fines for a second violation to an amount not less than \$1,000 and not more than \$2,000.

Finally, the bill adds to the law that a third or subsequent violation constitutes a crime of the fourth degree, punishable by a fine of not less than \$2,000 and not more than \$10,000, by imprisonment for up to 18 months, or both.

This bill was pre-filed for introduction in the 2020-2021 session pending technical review. As reported, the bill includes the changes required by technical review, which has been performed.