<table>
<thead>
<tr>
<th>Year</th>
<th>Minimum Wage Rate</th>
<th>Effective Minimum Wage Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>$9.50</td>
<td>$12.00 (in Long-Term Care Facilities)</td>
</tr>
<tr>
<td>2022</td>
<td>$10.50</td>
<td>$13.00 (in Long-Term Care Facilities)</td>
</tr>
</tbody>
</table>

Under the law, the "effective minimum wage rate" for any given year covered by this chart is the minimum hourly wage rate multiplied by the total number of hours worked.

Employees at summer camps, conferences and retreats operated by any nonprofit or religious organizations, are exempt from the minimum wage law if:

1. The camp, conference, or retreat is run for the benefit of those attending the event,
2. The camp, conference, or retreat is not primarily for profit,
3. The camp, conference, or retreat is conducted with the approval of the New Jersey Department of Labor and Workforce Development.

Pursuant to N.J.S.A. 43:21-1 et seq., the Prevailing Wage Act applies to employers and public bodies in the State of New Jersey who are required to pay wages to employees in construction contracts, public authority contracts, and certain other contracts. The Prevailing Wage Act also applies to employers with a contract in excess of the prevailing wage contract amount.

The Prevailing Wage Act applies to employers who enter into a contract in excess of the prevailing wage contract amount. The Prevailing Wage Act does not apply to employers that enter into contracts for construction, public authority contracts, or contracts that are subject to the Workers' Compensation Law.

For possible failure to meet the record keeping or reporting requirements of the Wage and Hour Law, the employer must file a report designated as "first notice of accident" in electronic data interchange media with the Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387.

The penalty for a first violation is a fine of up to $250 per misclassified employee, and up to $1,000 per subsequent violation.

For more information, contact the Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387.

If误导性违背合同加盟商协议之前雇佣某人，该人可能有权获得赔偿。 Satisfaction of any of the following conditions shall constitute proof of an independent contractor relationship:

1. The worker is free from control or direction of the employer in connection with the performance of the work,
2. The worker performs services for more than one employer at the same or different locations,
3. The worker is customarily engaged in an independently established trade, business, or other occupation.

Each employer must retain all records of employees, including:

1. Full name, address and social security number;
2. Periods of employment;
3. Hours worked in each day or week;
4. Rate or rates of pay for each period of employment;
5. Total wages paid in each period of employment;
6. Total cash wages and any contributions to a group insurance or other benefit plan or any contributions for which a deduction is made from the employee's wages by the employer;
7. Neutral week paid or due to any employee during each calendar quarter;
8. Itemized deductions;
9. Total earnings for each calendar year.

All records referred to in 1. through 7. above must be kept safe and readily accessible at the New Jersey place of business.

If the employer provides the employee with a written statement of wage or overtime premium pay in violation of the State Wage and Hour Law, or whose pay was subject to unlawful discrimination, an additional amount in cash shall be paid to the employee, in an amount determined by the New Jersey Department of Labor and Workforce Development.

For possible failure to meet the record keeping or reporting requirements of the Workers' Compensation Law, the employer must file a report designated as "first notice of accident" in electronic data interchange media with the Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387.

The penalty for a first violation is a fine of up to $250 per misclassified employee, and up to $1,000 per subsequent violation.

For more information, contact the Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387.

If you believe your employer is not paying your wages in accordance with the law, contact the Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387.

If you believe your employer is not paying your benefits in accordance with the law, contact the Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387.

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