

Jersey City, New Jersey Requires Compensation and Benefits Disclosure in Job Postings

Effective April 13, 2022, [Jersey City, New Jersey Ordinance 22-026](#) (the “Ordinance”) requires employers with a principal place of business within Jersey City to include a good faith salary or wage range and benefits within job postings and advertisements.

Employers Impacted: Jersey City, New Jersey employers with five or more employees nationally, with their principal place of business located within Jersey City, New Jersey.

Effective Date: April 13, 2022.

Suggested Actions:

- Determine whether the Ordinance applies to your organization or job postings.
 - Employers with a principal place of business in Jersey City are subject to this Ordinance.
 - The Ordinance does not define “principal place of business” and what constitutes “benefits” that must be disclosed.
 - Consult with legal counsel if you recruit or advertise jobs to individuals within Jersey City to determine if the Ordinance may apply to your organization or for guidance on the type of information you must disclose.
 - Remote work or transient work performed in Jersey City for an employer based or located outside of the City is not likely considered work performed from a “principal place of business,” but seek legal guidance for confirmation.
- Review procedures and documents for hiring and promotions or transfers, including internal and external job postings, to help ensure compliance.
 - All job postings should include a good faith minimum and maximum hourly wage rate or salary range, plus all other benefits within the role.
 - Related documents, such as but not limited to job descriptions, compensation matrixes, hiring standards and similar items should be aligned to the salary ranges that are advertised or provided, where applicable.
- Train/inform managers, recruiting staff and all other individuals who participate in the pre-employment or internal recruiting process on the requirements under the Ordinance.
- Work with legal counsel to document your effort to determine good faith salary ranges for your Jersey City positions.
- It is also recommended that you review salary data for current worksite employees to help identify if your defined salary ranges may lead to salary compression or pay inequities that could contribute to worksite employee dissatisfaction or unequal pay claims.
- Learn more about [TriNet’s compensation benchmarking services](#).

Summary:

The Ordinance applies to job postings or advertisements, either printed or digital, that are circulated within Jersey City. The job posting or advertisement must disclose a minimum and maximum compensation and benefits information for both internal and external job opportunities, including promotion and transfer opportunities.

The Ordinance reiterates state-level restrictions that prevent employers from screening job applicants based on their salary history or setting minimum salary history requirements, and details government agencies for the reporting of violations.

If you have any questions, log in to TriNet (login.TriNet.com) and click Contact TriNet.*

*If you are unable to log in, go to TriNet (login.TriNet.com) and select one of the following options: Forgot Password, Forgot ID, Unlock Account, Login Help.

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