



New Jersey wage and hour cheat sheet

Minimum wage, overtime, breaks, final pay, and record retention on one sheet. Rates verified August 2026.

Minimum wage

\$15.92/hr for most employees (effective Jan 1, 2026). Variants: seasonal & small employers (fewer than 6 workers) \$15.23/hr; agricultural workers \$14.20/hr; tipped minimum cash wage \$6.05/hr (with a max \$9.87 tip credit). Field/construction workers use the standard \$15.92 rate.

Overtime

1.5x the regular rate after 40 hours worked in a 7-day workweek (follows federal FLSA). Confirmed by NJDOL.

Daily overtime

None. No daily overtime and no double-time; overtime is weekly only (after 40 hrs). Working holidays, Saturdays, or Sundays does not trigger any premium under NJ law.

Meal break

No state meal-break requirement for adults (18+). NJDOL: company policy dictates break and lunch periods for anyone over 18. Only minors under 18 are entitled to a 30-minute break after 5 consecutive hours of work.

Rest break

No state rest-break requirement for adults. If an employer chooses to provide breaks, short breaks (20 minutes or less) must be paid under federal FLSA rules; bona fide meal periods (typically 30+ minutes) may be unpaid.

Final paycheck

Next regular payday for the pay period, whether the employee quit or was fired (N.J.S.A. 34:11-4.3). No immediate-payment requirement. An extra 10 days may apply in a labor dispute involving payroll staff. New Jersey also requires employers to keep wage records for 6 years (N.J.S.A. 34:11-56a20).

How long to keep time records

Federal law requires keeping time cards 2 years and payroll records 3 years, and some states go longer. New Jersey requires wage records be kept 6 years. Keep the records where you can produce them; a wage claim is decided on whoever has the better records.

Rates verified August 2026. New Jersey adjusts its minimum wage by CPI on January 1 only, so the \$15.92 rate holds through December 31, 2026. Field and construction workers are covered by the standard rate, not the seasonal, small-employer, or agricultural sub-rates. This is general information, not legal or payroll advice. Check the New Jersey labor department for the current rules, and talk to a professional for your situation.

Primary source: https://www.nj.gov/labor/lwdhome/press/2025/20251001_Minimum_Wage.shtml. Full list of sources: getclox.com/blog/new-jersey-time-tracking.