



Unanswered Questions on Remote Work Complicate NJ Wage Transparency Law, Litigators Say

In the News

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Labor & Employment Group Chair, [Peter L. Frattarelli](#), spoke with the *New Jersey Law Journal* regarding the wage transparency legislation saying he will advise clients on two main priorities to meet before New Jersey's version of the law takes effect on June 1. He noted employers need to be ready to comply with the new law by the effective date, adding that any pay disparity between employees needs to be justified because of this new legislation and existing pay equity law. However, there are unanswered questions about the state's version of the law which need more clarity.

Pointing out elements of the bill that lack clarity, Peter said, "It is a little unclear whether when someone from New Jersey is applying for a job in Pennsylvania, Delaware, or New York, an out-of-state employer would have to comply with this law based on how it is written. I think that will have to be flushed out either in a regulation or in litigation."

The new law requires employers with at least 10 employees to disclose the hourly wage or salary for new jobs, promotions and transfer opportunities. It also applies to employers with 10 or more employees over 20 calendar weeks. But Peter said the one uncertain aspect of the new law is how far the Legislature intended to extend the law, stating "The issue I am talking about is employees working outside of New Jersey. That part of the law is slightly confusing because it says it applies if you have 10 or more employees. But it is unclear if that means 10 or more anywhere or just in New Jersey."

To read the complete article, click [here](#). (A subscription may be needed.)

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