

CHAPTER 93

AN ACT concerning the rights of employees under the prevailing wage law and amending P.L.1963, c.150.

BE IT ENACTED *by the Senate and General Assembly of the State of New Jersey:*

1. Section 8 of P.L.1963, c.150 (C.34:11-56.32) is amended to read as follows:

C.34:11-56.32 Posting of prevailing wage rates; mandatory orientation meeting.

8. Contractors and subcontractors performing public work of a public body subject to the provisions of the “New Jersey Prevailing Wage Act,” P.L.1963, c.150 (C.34:11-56.25 et seq.) shall:

a. Post the prevailing wage rates for each craft and classification involved as determined by the commissioner, including the effective date of any changes thereof, in prominent and easily accessible places at the site of the work or at such place or places as are used by them to pay workmen their wages; and

b. Conduct a mandatory orientation meeting for each employee on or up to three days before the employee’s first day of a project that explains the employee’s wages under the “New Jersey Prevailing Wage Act,” P.L.1963, c.150 (C.34:11-56.25 et seq.) and the employee’s classification under that law unless the employer has entered into a collective bargaining agreement with the employee’s labor organization. An employer may satisfy this requirement by conducting one orientation meeting to a group of employees if the employees commence employment on the same day. Upon completion of the orientation, each employee shall be required to sign a form, promulgated by the Commissioner of Labor and Workforce Development, stating that the employee has received the orientation. The contractor or subcontractor conducting the orientation shall retain each completed form for a period of no less than six years and shall make each completed form available to the Department of Labor and Workforce Development upon request by the department. An employer that enters into a collective bargaining agreement with an employee’s labor organization shall not be required to conduct an orientation or comply with the subsequent requirements of the orientation with that employee.

2. This act shall take effect on the first day of the third month next following enactment, except that the Commissioner of Labor and Workforce Development may take any anticipatory administrative action in advance as shall be necessary for the implementation of this act.

Approved November 18, 2024.