

ASSEMBLY, No. 4381

STATE OF NEW JERSEY

219th LEGISLATURE

INTRODUCED JULY 2, 2020

Sponsored by:

Assemblywoman JOANN DOWNEY

District 11 (Monmouth)

Assemblyman ERIC HOUGHTALING

District 11 (Monmouth)

SYNOPSIS

Requires public employers to pay wages twice per calendar month.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 7/6/2020)

1 AN ACT concerning payment of wages by public employers and
2 amending P.L.1965, c.173.

3

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

6

7 1. P.L.1965, c.173, s.1 (C.34:11-4.1) is amended to read as
8 follows:

9 1. As used in this act:

10 a. "Employer" means any individual, partnership, association,
11 joint stock company, trust, corporation, State, county, or municipal
12 agency, authority, department, bureau, or instrumentality thereof,
13 including public schools, the administrator or executor of the estate
14 of a deceased individual, or the receiver, trustee, or successor of
15 any of the same, employing any person in this State.

16 For the purposes of this act the officers of a corporation and any
17 agents having the management of such corporation shall be deemed
18 to be the employers of the employees of the corporation.

19 b. "Employee" means any person suffered or permitted to work
20 by an employer, except that independent contractors and
21 subcontractors shall not be considered employees.

22 c. "Wages" means the direct monetary compensation for labor
23 or services rendered by an employee, where the amount is
24 determined on a time, task, piece, or commission basis excluding
25 any form of supplementary incentives and bonuses which are
26 calculated independently of regular wages and paid in addition
27 thereto.

28 d. "Commissioner" means the Commissioner of Labor.
29 (cf: P.L.1991, c.205, s.1)

30

31 2. This act shall take effect immediately.

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34 STATEMENT

35

36 This bill expands the definition of "employer" in P.L. 1965,
37 c.173 (C.34:11-4.1 et seq.) to include State, county, municipal,
38 agencies, authorities, departments, bureaus, or instrumentalities
39 thereof. The statute affected requires employers so defined to pay
40 the full amount of wages owed to their employees at least twice
41 during each calendar month, on regular paydays designated in
42 advance by the employer.

EXPLANATION – Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.