

SENATE, No. 2686

STATE OF NEW JERSEY
219th LEGISLATURE

INTRODUCED JULY 9, 2020

Sponsored by:

Senator NIA H. GILL

District 34 (Essex and Passaic)

SYNOPSIS

Prohibits employer from reducing salary of remote employee who moves to area with lower cost of living than where employee lived at time of hire or last adjustment of salary.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning employees who relocate to areas with lower
2 costs of living and supplementing P.L.1966, c.113 (C.34:11-56a
3 et seq.).
4

5 **BE IT ENACTED** by the Senate and General Assembly of the State
6 of New Jersey:
7

8 1. a. An employer shall not reduce the salary or wages of an
9 employee who chooses to work remotely and moves to an area with
10 a lower cost of living than the area where the employee lived at the
11 time of hire or at the time of the last adjustment to the employee's
12 salary.

13 b. An employer that reduces an employee's salary in violation
14 of P.L. , c. (C.) (pending before the Legislature as this bill)
15 shall be regarded as failing to meet the wage payment requirements
16 of the "New Jersey State Wage and Hour Law," P.L.1966, c.113
17 (C.34:11-56a et seq.), or other violation of P.L.1966, c.113
18 (C.34:11-56a et seq.), as the case may be, and remedies, penalties,
19 and other measures provided by that act, R.S.34:11-58, and section
20 10 of P.L.1999, c.90 (C.2C:40A-2) for failure to pay wages or other
21 violations of P.L.1999, c.90 shall be applicable, including, but not
22 limited to, penalties provided pursuant to sections 23 through 25 of
23 P.L.1966, c.113 (C.34:11-56a22 through 34:11-56a24), and civil
24 actions by employees pursuant to section 26 of P.L.1966, c.113
25 (C.34:11-56a25).

26 c. Within 60 days following the date of enactment of this act,
27 the Commissioner of Labor and Workforce Development shall
28 promulgate rules and regulations necessary to effectuate the
29 purposes of this act.
30

31 2. This act shall take effect immediately.
32
33

34 STATEMENT 35

36 This bill prohibits an employer from reducing the salary of an
37 employee who chooses to live and work remotely in an area in
38 which the cost of living is lower than where the employee was
39 living at the time that the employee was hired or at the time of the
40 last adjustment to the employee's salary.

41 An employer that reduces an employee's salary in violation of
42 this bill will be regarded as failing to meet the wage payment
43 requirements of the "New Jersey State Wage and Hour Law,"
44 P.L.1966, c.113 (C.34:11-56a et seq.).

45 The bill provides that the Commissioner of Labor and Workforce
46 Development is required to promulgate rules and regulations
47 necessary to effectuate the purposes of the bill.