



# THE WALL - WORKPLACE ACCOUNTABILITY IN LABOR LIST

*First Anniversary - A Year in Review*

September 2023-September 2024

## MISSION

To protect fair-minded businesses from those who undercut their workers to gain a competitive edge, to deter bad actors, and to encourage New Jersey businesses to comply with State law.

## VISION

Hold businesses accountable for failing to satisfy their outstanding liabilities to the State for violations of State wage, benefit, and tax laws enforced by NJDOL. Public contracting is a privilege, not a right, and bad actors named on the WALL are prohibited from engaging in public contracting until they have paid their outstanding liabilities in full.

## KEY METRICS

201

**TOTAL NUMBER OF BUSINESSES LISTED ON THE WALL IN YEAR ONE**

5

**INDUSTRIES WITH THE MOST VIOLATIONS:**

Construction, manufacturing, retail/restaurants, logistics/transportation, professional services (e.g. payroll, legal, accounting, etc.)

3/4

**OF BUSINESSES WITH VIOLATIONS ARE BASED IN NORTHERN NEW JERSEY**

## GLOSSARY

**BAD ACTORS** are businesses in New Jersey who haven't followed wage, benefit, or tax laws and still owe money to their workers, NJDOL, or Taxation under a final order/judgment. These non-compliant businesses are listed on the WALL by the 5th of each month.

**PUBLIC POSTING** of "bad actors" on NJDOL's website is permitted by N.J.S.A. 34:1A-1.16. The WALL is a regulatory shaming public awareness tool.



The WALL sends a clear message that we will not allow businesses to be built on the backs of wronged workers – New Jersey will know the names and reputations of these businesses that violate the rights of workers, and they will be held accountable.

-NJDOL COMMISSIONER ROBERT ASARO-ANGELO

## LEARN MORE

Visit [nj.gov/labor/wall](https://nj.gov/labor/wall) to explore our comprehensive FAQ section for in-depth answers and to view the list of bad actors publicly posted on the WALL.



Office of Strategic Enforcement and Compliance

[NJ.GOV/LABOR/WALL](https://NJ.GOV/LABOR/WALL)

## PARTNER USES

### For Government Procurement Officers

Use the WALL to make sure you are not awarding public contracts to bad actors.

### For Workers and Worker Advocates

Check to see whether a business is a bad actor publicly posted on the WALL.

### For Businesses

Learn ways you can be in compliance with State wage, benefit, or tax laws and stay off the WALL.

## OUTSTANDING LIABILITIES BY NJDOL DIVISION

# 54%

### EMPLOYER ACCOUNTS

These bad actors have failed to make required contributions to the State's Unemployment Insurance (UI), Temporary Disability Insurance (TDI), and Family Leave Insurance (FLI) trust funds.

# 27%

### WAGE & HOUR COMPLIANCE

These bad actors have failed to pay their workers the required wages, overtime, or earned sick leave.

# 19%

### WORKERS' COMPENSATION

These bad actors are liable for outstanding penalties due to their failure to maintain Workers' Compensation Insurance, which is essential for providing financial and medical benefits to employees injured or ill from work-related activities.

# \$20M

TOTAL LIABILITY OWED AFTER FINAL JUDGMENT

# \$498K

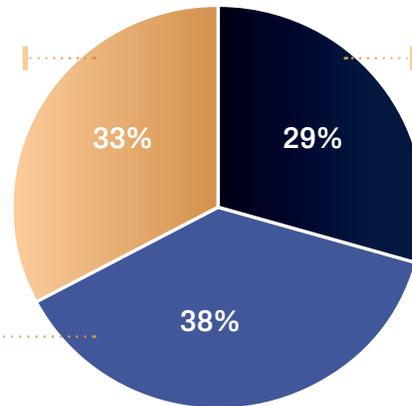
OUTSTANDING LIABILITIES PAID TO WORKERS AND THE STATE AFTER BEING POSTED ON THE WALL

## WALL POSTINGS BY VIOLATION

WORKERS' COMPENSATION, 66

WAGE & HOUR COMPLIANCE, 59

EMPLOYER ACCOUNTS, 76



### ABOUT THE OFFICE OF STRATEGIC ENFORCEMENT AND COMPLIANCE

All New Jersey businesses must comply with the law. When some businesses don't, it's more difficult for law-abiding businesses to compete. Our office is responsible for protecting fair-minded businesses from those who undercut their workers to gain a competitive edge.

## CONTACT US

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## FUTURE GOALS

### Expanded Data

Increase enforcement efficiency through data analytics and streamlined processes.

### Educational Outreach

Expand outreach and education on labor law requirements and compliance best practices.

### Improve Accessibility

Enhance the user experience of the WALL website. Strengthen inter-agency collaboration to maximize enforcement impact.