

## New Jersey Wage & Hour Law

# Farm Work – Minimum Rates 2024

All farm laborers 18 years of age and over in New Jersey must be paid a minimum of \$12.81 per hour effective January 1, 2024. Employees engaged on a piece-rate basis to labor on a farm shall be paid for each day worked not less than the minimum hourly wage rate multiplied by the total number of hours worked. Farm workers, therefore, must earn not less than \$12.81 per hour even if they work at piece rates. For example, if they work 10 hours in one day either at piece rates or time rates they must earn at least \$128.10. The following chart shows the minimum wages to be paid based on the minimum hourly wage rate multiplied by the total number of hours worked:

1 hour .....	\$12.81	6 hours.....	\$76.86
2 hours .....	\$25.62	7 hours.....	\$89.67
3 hours .....	\$38.43	8 hours.....	\$102.48
4 hours .....	\$51.24	9 hours.....	\$115.29
5 hours .....	\$64.05	10 hours.....	\$128.10

## Overtime Rates

Labor on a farm is exempt from the premium overtime provisions of the law. Workers employed in the first processing of farm products must be paid overtime in accordance with the wage order for such employment.

## Minors

Minors under 18 in agricultural work are not covered by the New Jersey Minimum Wage but may be covered by the Federal Wage and Hour rates. Minors in the first processing of farm products are covered by the minimum wage rates in the wage order.

Children must be at least 12 years old to work on a farm and must have working permits between 12 and 16. Minors under 16 cannot work during the hours which they are required to be in school and they cannot work outside of school hours more than 10 hours in any day, more than 60 hours in a week and not more than 6 days in a row.

## Records

All employers must keep records of hours worked and wages paid to his employees. If a crew leader is involved in the payment of wages or other compensation he must keep certain records for all workers to whom payments are made. These records must be available for inspection by the Division of Wage and Hour Compliance. These specific records must include:

1. Place of work
2. Names of all workers to whom payments are made
3. Addresses of all workers to whom payments are made
4. Gross payment
5. Deductions
6. The number of units of time (hours) employed
7. The rate per unit of time (hourly rate)
8. The number of units of work performed if on piece work
9. The rate per unit of work

## Payments to Workers

1. Employees working on a daily basis must be paid daily.
2. Payment must be made on the same premises that the work was done.

## Violations

Any employer who violates any provisions of this act shall be guilty of a disorderly persons offense and upon conviction shall be punished by a fine of not less than \$100 nor more than \$1,000.

As an alternative to or in addition to any other sanctions provided by law for violations, the Commissioner is authorized to assess and collect administrative penalties, up to a maximum of \$250 for a first violation and up to a maximum of \$500 for each subsequent violation.

The employer shall also pay the Commissioner an administrative fee equal to not less than 10% or more than 25% of any payment due to employees.

## Crew Leader Act

A crew leader may not terminate, suspend, demote, transfer, or take adverse action against any seasonal farm worker in retaliation for the worker's exercising any of his rights under State or Federal laws and regulations. A worker cannot agree with the crew leader to waive any of his rights.

Any employer who violates any provisions of this act shall be guilty of a disorderly persons offense and upon conviction shall be punished by a fine of not less than \$100 nor more than \$1,000.

As an alternative to or in addition to any other sanctions provided by law for violations, the Commissioner is authorized to impose a penalty not exceeding \$500 for any violation of this act or of any rule or regulation duly issued hereunder.

Employers must supply the following information in writing to each employee with each wage payment:

- Name and address of the employer
- Name and social security number of the employee
- Total hours worked
- Gross pay
- Itemized deductions
- Net pay

Enforced by: NJ Department of Labor and Workforce Development  
Division of Wage & Hour Compliance, PO Box 389, Trenton, NJ 08625-0389

This and other required employer posters are available free online at [nj.gov/labor](http://nj.gov/labor)

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**Display this poster in a conspicuous place**



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