

TECHNICAL REVIEW: No

COMMITTEE STATEMENT: ASSEMBLY: Yes

SENATE: No

(Audio archived recordings of the committee meetings, corresponding to the date of the committee statement, *may possibly* be found at www.njleg.state.nj.us)

FLOOR AMENDMENT STATEMENT: No

LEGISLATIVE FISCAL ESTIMATE: No

VETO MESSAGE: No

GOVERNOR'S PRESS RELEASE ON SIGNING: Yes

FOLLOWING WERE PRINTED:

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REPORTS: No

HEARINGS: No

NEWSPAPER ARTICLES: No

CL/MM

P.L. 2024, CHAPTER 93, *approved November 18, 2024*
Senate, No. 2962 (*First Reprint*)

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

3

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

6

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

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

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

18 b. Conduct a mandatory orientation meeting for each employee
19 on ¹or up to three days before¹ the employee’s first day of a project
20 that explains the employee’s wages under the “New Jersey
21 Prevailing Wage Act,” P.L.1963, c.150 (C.34:11-56.25 et seq.) and
22 the employee’s classification under that law ¹unless the employer
23 has entered into a collective bargaining agreement with the
24 employee’s labor organization¹. An employer may satisfy this
25 requirement by conducting one orientation meeting to a group of
26 employees if the employees commence employment on the same
27 day. Upon completion of the orientation, each employee shall be
28 required to sign a form, promulgated by the Commissioner of Labor
29 and Workforce Development, stating that the employee has received
30 the orientation. The contractor or subcontractor conducting the
31 orientation shall retain each completed form for a period of no less
32 than ¹**[five]** ¹six¹ years and shall make each completed form
33 available to the Department of Labor and Workforce Development
34 upon request by the department. ¹An employer that enters into a
35 collective bargaining agreement with an employee’s labor
36 organization shall not be required to conduct an orientation or
37 comply with the subsequent requirements of the orientation with
38 that employee.¹

39 (cf: P.L.1963, c.150, s.8)

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.

Matter enclosed in superscript numerals has been adopted as follows:

¹Senate SBA committee amendments adopted June 24, 2024.

S2962 [1R]

2

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

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10 Requires contractor subject to prevailing wage law to provide
11 orientation meeting to new employee on prevailing wage project.

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.

SENATE, No. 2962

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED MARCH 18, 2024

Sponsored by:

Senator LINDA R. GREENSTEIN

District 14 (Mercer and Middlesex)

Senator ANGELA V. MCKNIGHT

District 31 (Hudson)

Co-Sponsored by:

Senators Singer, Corrado, Burzichelli, Amato, Space, Turner, Pou and Moriarty

SYNOPSIS

Requires contractor subject to prevailing wage law to provide orientation meeting to new employee on prevailing wage project.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 5/9/2024)

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

3

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

6

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

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

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

18 b. Conduct a mandatory orientation meeting for each employee
19 on the employee’s first day of a project that explains the
20 employee’s wages under the “New Jersey Prevailing Wage Act,”
21 P.L.1963, c.150 (C.34:11-56.25 et seq.) and the employee’s
22 classification under that law. An employer may satisfy this
23 requirement by conducting one orientation meeting to a group of
24 employees if the employees commence employment on the same
25 day. Upon completion of the orientation, each employee shall be
26 required to sign a form, promulgated by the Commissioner of Labor
27 and Workforce Development, stating that the employee has received
28 the orientation. The contractor or subcontractor conducting the
29 orientation shall retain each completed form for a period of no less
30 than five years and shall make each completed form available to the
31 Department of Labor and Workforce Development upon request by
32 the department.

33 (cf: P.L.1963, c.150, s.8)

34

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

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STATEMENT

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44 This bill requires contractors and subcontractors who are subject
45 to the “New Jersey Prevailing Wage Act” to conduct a mandatory

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.

1 orientation meeting for each employee on the employee's first day
2 of a project that explains the employee's wages and the employee's
3 classification under that law. An employer may satisfy this
4 requirement by conducting one orientation meeting to a group of
5 employees if the employees start employment on the same day.

6 Upon completion of the orientation, each employee will be
7 required to sign a form, promulgated by the Commissioner of Labor
8 and Workforce Development, stating that the employee has received
9 the orientation. The bill requires the contractor or subcontractor
10 conducting the orientation to retain each completed form for a
11 period of no less than five years and to provide each completed
12 form to the Department of Labor and Workforce Development upon
13 request by the department.

[First Reprint]

SENATE, No. 2962

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED MARCH 18, 2024

Sponsored by:

Senator LINDA R. GREENSTEIN

District 14 (Mercer and Middlesex)

Senator ANGELA V. MCKNIGHT

District 31 (Hudson)

Assemblyman WAYNE P. DEANGELO

District 14 (Mercer and Middlesex)

Co-Sponsored by:

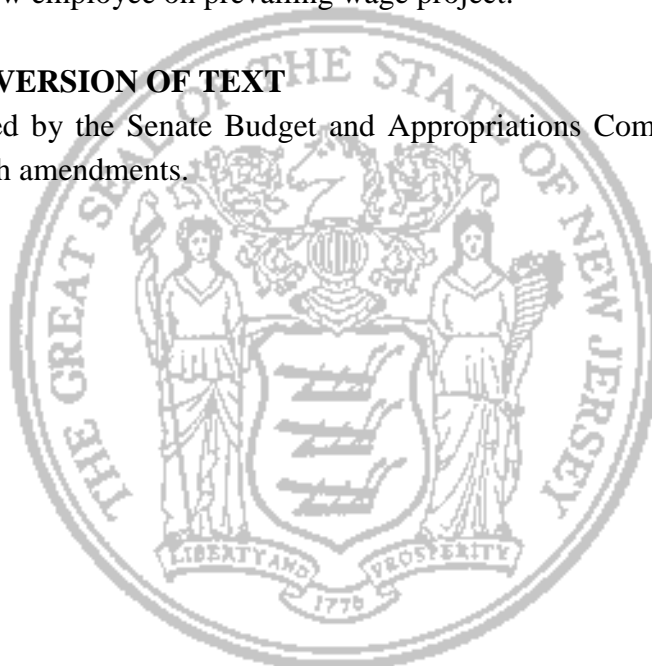
**Senators Singer, Corrado, Burzichelli, Amato, Space, Turner, Pou,
Moriarty and Assemblywoman Fantasia**

SYNOPSIS

Requires contractor subject to prevailing wage law to provide orientation meeting to new employee on prevailing wage project.

CURRENT VERSION OF TEXT

As reported by the Senate Budget and Appropriations Committee on June 24, 2024, with amendments.



(Sponsorship Updated As Of: 9/26/2024)

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

3

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

6

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

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

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

18 b. Conduct a mandatory orientation meeting for each employee
19 on ¹or up to three days before¹ the employee’s first day of a project
20 that explains the employee’s wages under the “New Jersey
21 Prevailing Wage Act,” P.L.1963, c.150 (C.34:11-56.25 et seq.) and
22 the employee’s classification under that law ¹unless the employer
23 has entered into a collective bargaining agreement with the
24 employee’s labor organization¹. An employer may satisfy this
25 requirement by conducting one orientation meeting to a group of
26 employees if the employees commence employment on the same
27 day. Upon completion of the orientation, each employee shall be
28 required to sign a form, promulgated by the Commissioner of Labor
29 and Workforce Development, stating that the employee has received
30 the orientation. The contractor or subcontractor conducting the
31 orientation shall retain each completed form for a period of no less
32 than ¹**[five]** ¹six¹ years and shall make each completed form
33 available to the Department of Labor and Workforce Development
34 upon request by the department. ¹An employer that enters into a
35 collective bargaining agreement with an employee’s labor
36 organization shall not be required to conduct an orientation or
37 comply with the subsequent requirements of the orientation with
38 that employee.¹

39 (cf: P.L.1963, c.150, s.8)

40

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

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.

Matter enclosed in superscript numerals has been adopted as follows:

¹Senate SBA committee amendments adopted June 24, 2024.

ASSEMBLY REGULATED PROFESSIONS COMMITTEE

STATEMENT TO

[First Reprint]

SENATE, No. 2962

STATE OF NEW JERSEY

DATED: SEPTEMBER 12, 2024

The Assembly Regulated Professions Committee reports favorably Senate Bill No. 2962 (1R).

The bill requires contractors and subcontractors who are subject to the “New Jersey Prevailing Wage Act” to 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 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 start employment on the same day.

Upon completion of the orientation, each employee will be required to sign a form, promulgated by the Commissioner of Labor and Workforce Development, stating that the employee has received the orientation. The bill requires the contractor or subcontractor conducting the orientation to retain each completed form for a period of no less than six years and to provide each completed form to the Department of Labor and Workforce Development upon request by the department.

Under the bill, employers that enter into a collective bargaining agreement with an employee’s labor organization are not required to conduct an orientation or comply with the subsequent requirements of the orientation with that employee.

As reported by the committee, Senate Bill No. 2962 (1R) is identical to Assembly Bill No. 4745, which was also reported by the committee on this date.

SENATE LABOR COMMITTEE

STATEMENT TO

SENATE, No. 2962

STATE OF NEW JERSEY

DATED: MAY 6, 2024

The Senate Labor Committee reports favorably Senate Bill No. 2962.

This bill requires contractors and subcontractors who are subject to the “New Jersey Prevailing Wage Act” to conduct a mandatory orientation meeting for each employee on the employee’s first day of a project that explains the employee’s wages and the employee’s classification under that law. An employer may satisfy this requirement by conducting one orientation meeting to a group of employees if the employees start employment on the same day.

Upon completion of the orientation, each employee will be required to sign a form, promulgated by the Commissioner of Labor and Workforce Development, stating that the employee has received the orientation. The bill requires the contractor or subcontractor conducting the orientation to retain each completed form for a period of no less than five years and to provide each completed form to the Department of Labor and Workforce Development upon request by the department.

SENATE BUDGET AND APPROPRIATIONS COMMITTEE

STATEMENT TO

SENATE, No. 2962

with committee amendments

STATE OF NEW JERSEY

DATED: JUNE 24, 2024

The Senate Budget and Appropriations Committee reports favorably and with committee amendments Senate Bill No. 2962.

As amended, the bill requires contractors and subcontractors who are subject to the “New Jersey Prevailing Wage Act” to 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 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 start employment on the same day.

Upon completion of the orientation, each employee will be required to sign a form, promulgated by the Commissioner of Labor and Workforce Development, stating that the employee has received the orientation. The bill requires the contractor or subcontractor conducting the orientation to retain each completed form for a period of no less than six years and to provide each completed form to the Department of Labor and Workforce Development upon request by the department.

Under the bill, employers that enter into a collective bargaining agreement with an employee’s labor organization are not required to conduct an orientation or comply with the subsequent requirements of the orientation with that employee.

COMMITTEE AMENDMENTS:

The committee amended the bill to provide that:

(1) the mandatory orientation meeting for an employee may be conducted on or up to three days before the employee’s first day of a project;

(2) an employer that enters into a collective bargaining agreement with an employee’s labor organization is not required to conduct an orientation or comply with the subsequent requirements of the orientation with that employee; and

(3) a contractor or subcontractor conducting the orientation is required to retain each completed form for a period of no less than six years.

FISCAL IMPACT:

This bill has not been certified for a fiscal note.

ASSEMBLY, No. 4745

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED SEPTEMBER 12, 2024

Sponsored by:

Assemblyman WAYNE P. DEANGELO
District 14 (Mercer and Middlesex)

Co-Sponsored by:

Assemblywoman Fantasia

SYNOPSIS

Requires contractor subject to prevailing wage law to provide orientation meeting to new employee on prevailing wage project.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 9/26/2024)

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

3

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

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

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

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

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

38 (cf: P.L.1963, c.150, s.8)

39

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

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.

STATEMENT

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The bill requires contractors and subcontractors who are subject to the “New Jersey Prevailing Wage Act” to 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 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 start employment on the same day.

Upon completion of the orientation, each employee will be required to sign a form, promulgated by the Commissioner of Labor and Workforce Development, stating that the employee has received the orientation. The bill requires the contractor or subcontractor conducting the orientation to retain each completed form for a period of no less than six years and to provide each completed form to the Department of Labor and Workforce Development upon request by the department.

Under the bill, employers that enter into a collective bargaining agreement with an employee’s labor organization are not required to conduct an orientation or comply with the subsequent requirements of the orientation with that employee.

ASSEMBLY REGULATED PROFESSIONS COMMITTEE

STATEMENT TO

ASSEMBLY, No. 4745

STATE OF NEW JERSEY

DATED: SEPTEMBER 12, 2024

The Assembly Regulated Professions Committee reports favorably Assembly Bill No. 4745.

The bill requires contractors and subcontractors who are subject to the “New Jersey Prevailing Wage Act” to 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 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 start employment on the same day.

Upon completion of the orientation, each employee will be required to sign a form, promulgated by the Commissioner of Labor and Workforce Development, stating that the employee has received the orientation. The bill requires the contractor or subcontractor conducting the orientation to retain each completed form for a period of no less than six years and to provide each completed form to the Department of Labor and Workforce Development upon request by the department.

Under the bill, employers that enter into a collective bargaining agreement with an employee’s labor organization are not required to conduct an orientation or comply with the subsequent requirements of the orientation with that employee.

As reported by the committee, Assembly Bill No. 4745 is identical to Senate Bill No. 2962 (1R), which was also reported by the committee on this date.

Governor Murphy Takes Action on Legislation

11/18/2024

TRENTON – Today, Governor Murphy signed the following bills into law:

S-1325/A-3890 (Pou, Ruiz/Stanley, Wimberly) - Authorizes electronic delivery of documents relating to portable electronics insurance

S-2310/A-4151 (Moriarty, Turner/Danielsen, Quijano, McCoy) - Requires transparency concerning compensation with promotional opportunities and in employment listings

S-2652/A-3539 (Greenstein, McKnight/Park, Wimberly, Murphy) - Revises statutory terms pertaining to sexual exploitation or abuse of children

S-2962/A-4745 (Greenstein, McKnight/DeAngelo) - Requires contractor subject to prevailing wage law to provide orientation meeting to new employee on prevailing wage project

S-3201/A-2378 (Gopal, Greenstein/Spearman, Sauickie, DeAngelo) - Upgrades certain penalties for assaulting law enforcement officer and requires offender to be tested for communicable diseases in certain instances.

SJR-14/AJR-48 (Diegnan, Moriarty/Karabinchak, Atkins, Collazos-Gill) - Designates third Sunday of November of each year as "World Day of Remembrance for Road Traffic Victims" in NJ