

R.S. 34:11-56a et seq.

March 18, 1969

LEGISLATIVE HISTORY R.S. 34:11-56a et seq.
(Minimum Wage Act)

From 1954 to 1966 there were 37 minimum wage bills introduced in the legislature. Since there were so many they are not included in this history.

The bill which became law was:

- L. 1966, Chapter 113 - S391.
May 9 - Introduced by Keegan.
June 6 - Passed in Senate, amended.
June 13 - Passed in Assembly.
June 17 - Approved chapter 113.
No statement.
Amended: copy attached.

no comments on press release

Governor's statement on signing

This was further amended by the following three laws:

- (X) L. 1967, Chapter 89 - A718.
March 13 - Introduced by Skevin.
April 13 - Passed in Assembly.
May 8 - Passed in Senate under emergency resolution, amended.
May 8 - Senate amendment passed in Assembly.
June 2 - Approved, chapter 89.
No statement.
~~Amended~~ copies of original bill and amendment attached.
Governor's message in signing: copy attached.
- (X) L. 1968, Chapter 19 - S318.
January 22 - Introduced by Maraziti, McDermott and Rinaldo.
February 8 - Passed in Senate.
April 1 - Passed in Assembly.
April 22 - Approved, chapter 19.
Not amended during passage.
Statement: copy attached.
- (X) L. 1968 Chapter 58 - A1.
January 9 - Introduced by Dickey.
February 8 - Passed in Assembly, amended.
April 18 - Passed in Senate.
June 11 - Approved, chapter 58.
Statement: copy attached.
Amended: copy attached.

The following materials may provide background on this legislation:

Micro. No. 2906	Andreso, A.G. Minimum-wage legislation and administration in New Jersey, 1933-1938. (University microfilms) Thesis - Princeton University. 1952.
974.90 L123 1963b	New Jersey Legislature Senate Committee on Labor and Industrial Relations. Public hearing on A48 and S230, Minimum wage. Held April 24, 1963.
NJ/KA8 L1/W1 1966	New Jersey Department of Labor & Industry. Division of Labor. Wage and Hour Bureau. Proposed regulations for Chapter 113, L. 1966... "Wage and Hour Law".
NJ/KA8 L1/W1 1966a	New Jersey Department of Labor & Industry. Division of Labor. Wage and Hour Bureau. Regulations for Chapter 113, L. 1966.

NEWSPAPER ARTICLES ~~(Scribble)~~

1. "Wage tug-of-war to cover overtime". Newark Star Ledger. November 27, 1966.
2. "Chamber blasts state wage law". By Joseph Sullivan. Newark Evening News. November 28, 1966.
3. "Wage law clears hearing, minor changes". Newark Evening News. November 29, 1966.
4. "Wage law gets an airing, still needs some ironing". By Abbie Ziffren Newark Star Ledger, November 29, 1966.
5. "Overtime changes due in wage law". Trenton Evening Times, November 29, 1966.
6. "Food packer status may evaporate under new overtime law". Philadelphia Inquirer. December 4, 1966.
7. "Expect state's ruling soon on exemption to overtime". Trenton Evening Times. April 12, 1967.

8. "Board proposes exemptions in overtime pay". Trenton Evening Times.
May 15, 1967.
9. "Minimum wage approved, 51-4, covers 100,000". Philadelphia Inquirer.
June 13, 1967

MAGAZINE ARTICLE

(Enclosed)

"What Everyone Should Know About Minimum Wage Bills". By F.W. Van Ness
in New Jersey Business June 1963, pages 36 and 37.

See also

JH/mau

974.90
L123
1970.d

Devine, James W.
State participation
in wage collection 1970.

CHAPTER 113 LAWS OF N. J. 1966

APPROVED 4/17/66

[OFFICIAL COPY REPRINT]

SENATE, No. 391

STATE OF NEW JERSEY

INTRODUCED MAY 9, 1966

By Senator KEEGAN

Referred to Committee on Labor and Industrial Relations

AN ACT concerning minimum wage standards; providing for the enforcement of such standards and the orders and regulations made with respect thereto; prescribing penalties for the violation thereof, and supplementing Title 34 of the Revised Statutes.

1 BE IT ENACTED *by the Senate and General Assembly of the State of New*
2 *Jersey:*

1 1. It is declared to be the public policy of this State to establish a mini-
2 mum wage level for workers in order to safeguard their health, efficiency,
3 and general well-being and to protect them as well as their employers from
4 the effects of serious and unfair competition resulting from wage levels detri-
5 mental to their health, efficiency and well-being.

1 2. As used in this act:

2 (a) "Commissioner" means the Commissioner of Labor and Industry.

3 (b) "Director" means the director in charge of the bureau referred to
4 in section 3 of this act.

5 (c) "Wage board" means a board created as provided in section 10 of
6 this act.

7 (d) "Wages" means any moneys due an employee from an employer
8 for services rendered or made available by the employee to the employer as
9 a result of their employment relationship including commissions, bonus and
10 piecework compensation and including any gratuities received by an employee

11 for services rendered for an employer or a customer of an employer and the
12 fair value of any food or lodgings supplied by an employer to an employee.
13 The commissioner may, by regulation, establish the average value of gratuities
14 received by an employee in any occupation and the fair value of food and
15 lodging provided to employees in any occupation which average values shall
16 be acceptable for the purposes of determining compliance with this act in
17 the absence of evidence of the actual value of such items.

18 (e) "Regularly hourly wage" means the amount that an employee is
19 regularly paid for each hour of work as determined by dividing the total
20 hours of work during the week into the employee's total earnings for the
21 week, exclusive of overtime premium pay.

22 (f) "Employ" includes to suffer or to permit to work.

23 (g) "Employer" includes any individual, partnership, association, cor-
24 poration or any person or group of persons acting directly or indirectly in
25 the interest of an employer in relation to an employee.

26 (h) "Employee" includes any individual employed by an employer.

27 (i) "Occupation" means any occupation, service, trade, business, in-
28 dustry or branch or group of industries or employment or class of employ-
29 ment in which employees are gainfully employed.

30 (j) "Minimum fair wage order" means a wage order promulgated pur-
31 suant to this act.

32 (k) "Fair wage" means a wage fairly and reasonably commensurate
33 with the value of the service or class of service rendered and sufficient to
34 meet the minimum cost of living necessary for health.

35 (l) "Oppressive and unreasonable wage" means a wage which is both
36 less than the fair and reasonable value of the service rendered and less than
37 sufficient to meet the minimum cost of living necessary for health.

1 3. The commissioner shall maintain a bureau in the department to which
2 the administration of this act, and of any minimum wage orders or regula-
3 tions promulgated hereunder, shall be assigned, said bureau to consist of a
4 director in charge and such assistants and employees as the commissioner
5 may deem desirable.

1 4. The employment of an employee in any occupation in this State at an
2 oppressive and unreasonable wage is hereby declared to be contrary to public
3 policy and any contract, agreement or understanding for or in relation to
4 such employment shall be void.

1 5. Every employer shall (a) on and after the expiration of 180 days fol-
2 lowing the date of enactment of this act pay to each of his employees wages
3 at a rate of not less than \$1.25 per hour, and (b) on and after January 1, 1968
4 at a rate of not less than \$1.40 per hour, and (c) on and after January 1,
5 1969 at a rate of not less than \$1.50 per hour for 40 hours of working time
6 in any week and 1 and ½ times such employee's regular hourly wage for
7 each hour of working time in excess of 40 hours in any week, except this
8 overtime rate shall not include any individual employed in a bona fide execu-
9 tive, administrative, or professional capacity or, if an applicable wage order
10 has been issued by the commissioner under section 17 of this act, not less
11 than the wages prescribed in said order. The wage rates fixed in this sec-
12 tion shall not be applicable to employees engaged in domestic service in the
13 home of the employer, to persons under the age of 18 or to persons em-
14 ployed as outside salesmen as such term shall be defined and delimited in
15 regulations adopted by the commissioner.

16 **The provisions of this section for the payment to an employee of not*
17 *less than 1 1/2 times such employee's regular hourly rate for each hour of*
18 *working time in excess of 40 hours in any week shall not apply to employees*
19 *engaged to labor on a farm, or employed in a hotel or to an employee of a*
20 *common carrier of passengers by motor bus or employees engaged in labor*
21 *relative to the raising or care of livestock.**

1 6. For any occupation for which no wage order issued pursuant to sec-
2 tion 17 of this act is in effect, the commissioner shall, within 6 months after
3 the rate provided in section 5 is in effect, make such administrative regula-
4 tions as he shall deem appropriate to carry out the purposes of this act or
5 necessary to prevent the circumvention or evasion thereof, and to safeguard
6 the minimum wage rates hereby established. Such regulations may include

7 regulations defining and governing outside salesmen; learners and appren-
8 tices, their number, proportion and length of service; part-time pay; bonuses,
9 overtime pay; special pay for special or extra work; or permitted charges
10 to employees or allowances for board, lodging, apparel or other facilities or
11 services customarily furnished by employers to employees; or allowances for
12 such other special conditions or circumstances.

13 The commissioner shall publish such regulations as he proposes to issue
14 and such regulations may be issued pursuant to this section only after a
15 public hearing, subsequent to publication of notice of the hearing, at which
16 any person may be heard.

17 Such administrative regulations shall remain in effect only until such
18 time as a wage order governing the occupation or occupations concerned,
19 and to the extent inconsistent therewith, has been promulgated and becomes
20 effective as provided in this act.

1 7. The commissioner, the director and their authorized representatives
2 shall have the authority to:

3 (a) investigate and ascertain the wages of persons employed in any
4 occupation in the State;

5 (b) enter and inspect the place of business or employment of any em-
6 ployer or employees in any occupation in the State, for the purpose of
7 examining and inspecting any or all books, registers, payrolls and other
8 records of any such employer that in any way relate to or have a bearing
9 upon the question of wages, hours, and other conditions of employment of
10 any such employees; copy any or all of such books, registers, payrolls, and
11 other records as he or his authorized representative may deem necessary or
12 appropriate; and question such employees for the purpose of ascertaining
13 whether the provisions of this act and the orders and regulations issued
14 hereunder have been and are being complied with; and

15 (c) require from such employer full and correct statements in writing,
16 including sworn statements, with respect to wages, hours, names, addresses
17 and such other information pertaining to his employees and their employ-

18 ment as the commissioner, the director or their authorized representatives
19 may deem necessary or appropriate.

1 8. The commissioner shall have the power, on his own motion, and it
2 shall be his duty upon the petition of 50 or more residents of the State, to
3 cause the director to investigate any occupation to ascertain whether a sub-
4 stantial number of employees are receiving less than a fair wage.

1 9. If the commissioner is of the opinion that a substantial number of
2 employees in any occupation or occupations are receiving less than a fair
3 wage, he shall appoint a wage board as provided in section 10 of this act
4 to report upon the establishment of minimum fair wage rates for employees
5 in such occupation or occupations.

1 10. A wage board shall be composed of not more than 3 representatives
2 of the employers in any occupation, an equal number of representatives of
3 the employees in such occupations and not more than 3 disinterested persons
4 representing the public, one of whom shall be designated by the commissioner
5 as chairman. The commissioner after conferring with the director shall ap-
6 point the members of the wage board, the representatives of the employers
7 and employees to be selected so far as practicable from nominations sub-
8 mitted by the employers and employees. Two-thirds of the members shall
9 constitute a quorum and the recommendations or report of the wage board
10 shall require a vote of not less than a majority of all its members. The
11 commissioner after conferring with the director shall make and establish
12 from time to time rules and regulations governing the selection of a wage
13 board and its mode of procedure not inconsistent with this act. The mem-
14 bers of a wage board shall serve without pay but may be reimbursed for all
15 necessary expenses.

1 11. A wage board shall have power to administer oaths and to require
2 by subpoena the attendance and testimony of witnesses, the production of
3 all books, records, and other evidence relative to matters under investiga-
4 tion. Such subpoena shall be signed and issued by the chairman of the wage
5 board and shall be served and have the same effect as if issued out of the

6 Superior Court. A wage board shall have power to cause depositions of
7 witnesses residing within or without the State to be taken in the manner
8 prescribed for like dispositions in civil actions in the Superior Court.

1 12. The commissioner or the director shall present to a wage board
2 promptly upon its organization all the evidence and information in the pos-
3 session of the commissioner or director relating to the wages of employees
4 in the occupations for which the wage board was appointed and all other
5 information which the commissioner or the director deems relevant to the
6 establishment of a minimum fair wage, and shall cause to be brought before
7 the committee any witnesses whom the commissioner or the director deems
8 material. A wage board may summon other witnesses or call upon the com-
9 missioner or the director to furnish additional information to aid it in its
10 deliberations.

1 13. The commissioner and the wage board in establishing a minimum
2 fair wage, shall not be bound by technical rules of evidence or procedure,
3 but may consider all relevant circumstances affecting the value of the serv-
4 ice or class of service rendered; may consider the wages paid in the State
5 for work of like or comparable character by employers who voluntarily
6 maintain minimum fair wage standards; and may be guided by like consid-
7 erations as would guide a court in a suit for the reasonable value of serv-
8 ices rendered at the request of the employer without agreement as to amount
9 of wages to be paid.

1 14. The report of the wage board shall recommend minimum fair wage
2 rates, on an hourly, daily or weekly basis for the employees in the occupa-
3 tion or occupations for which the wage board was appointed. The wage
4 board may recommend establishment or modification of the number of hours
5 per week after which the overtime rate established in section 5 shall apply
6 and may recommend **the establishment or** modification of said overtime
7 rate. The board may also recommend permitted charges to the employees or
8 allowances for board, lodging, apparel, or other facilities or services cus-
9 tomarily furnished by the employer to the employee; or allowances for such

10 other special conditions or circumstances excluding gratuities which may be
11 usual in a particular employer-employee relationship. A wage board may
12 differentiate and classify employments in any occupation according to the
13 nature of the service rendered and recommend appropriate minimum fair
14 wage rates for different employments. It may recommend minimum fair
15 wage rates varying with localities if in the judgment of the wage board
16 conditions make such local differentiation proper.

17 A wage board may recommend a suitable scale of rates for learners and
18 apprentices or students in any occupation which may be less than the regular
19 minimum fair wage rates recommended for experienced employees.

1 15. Within 60 days of its organization a wage board shall submit to the
2 commissioner a report including its recommendations as to minimum fair
3 wage standards for the employees in the occupation or occupations the wage
4 standards of which the wage board was appointed to investigate. If its report
5 is not submitted within such time the commissioner may constitute a new
6 wage board.

1 16. On submission of the report of a wage board the commissioner shall
2 within 10 days confer with the director and accept or reject the report.

3 If he rejects the report, he shall resubmit the matter to the same wage
4 board or to a new wage board with a statement of his reasons for the re-
5 jection.

6 If he accepts the report, it shall be published within 30 days together
7 with such proposed administrative regulations as the commissioner after con-
8 ferring with the director may deem appropriate to supplement the report
9 of the wage board and to safeguard the minimum fair wage standards to be
10 established.

11 At the same time notice shall be given of a public hearing before the
12 commissioner or the director, not sooner than 15 nor more than 30 days after
13 such publication, at which all persons favoring or opposing the recommenda-
14 tions contained in the report or the proposed regulations may be heard.

1 17. Within 10 days after the hearing the commissioner shall confer with

2 the director and approve or disapprove the report of the wage board. If the
3 report is disapproved the commissioner may resubmit the matter to the
4 same wage board or to a new wage board. If the report is approved, the
5 commissioner shall make a wage order which shall define minimum fair wage
6 rates in the occupation or occupations as recommended in the report of the
7 wage board and which shall include such proposed administrative regula-
8 tions as the commissioner may deem appropriate to supplement the report
9 of the wage board and to safeguard the minimum fair wage standards
10 established. Such administrative regulations may include among other things,
11 regulations defining and governing learners and apprentices, their rates,
12 number, proportion or length of service; piece rates or their relations to time
13 rates; overtime or part-time rates, bonuses or special pay for special or extra
14 work; deductions for board, lodging, apparel or other items or services sup-
15 plied by the employer; and other special conditions or circumstances exclud-
16 ing gratuities; and in view of the diversities and complexities of different
17 occupations and the dangers of evasion and nullification, the commissioner
18 may provide in such regulations without departing from the basic minimum
19 rates recommended by the wage board such modifications or reductions of or
20 addition to such rates in or for such special cases or classes of cases as
21 those herein enumerated as the commissioner may find appropriate to safe-
22 guard the basic minimum rates established. Said wage order shall take effect
23 upon expiration of 180 days from the date of the issuance of the order.

1 18. (a) The commissioner, to the extent necessary in order to prevent
2 curtailment of opportunities for employment, shall by regulation provide for
3 the employment of learners, apprentices and students, under special cer-
4 tificates issued pursuant to regulations of the commissioner, at such wages
5 lower than the minimum wage applicable under the provisions of this act
6 and subject to such limitations as to time, number, proportion and length
7 of service as the commissioner shall prescribe.

8 (b) For any occupation for which minimum fair wage order rates are
9 established by or pursuant to this act the commissioner or the director may

10 cause to be issued to an employee, including a learner, apprentice or student
11 whose earning capacity is impaired by age or physical or mental deficiency
12 or injury, a special license authorizing employment at such wages less than
13 such minimum fair wage rates and for such period of time as shall be fixed
14 by the commissioner or the director and stated in the license.

1 19. At any time after a minimum fair wage order has been in effect for
2 1 year or more, the commissioner may, on his own motion, after conferring
3 with the director, and shall, on petition of 50 or more residents of the State,
4 reconsider the minimum fair wage rates set therein and reconvene the same
5 wage board or appoint a new board to recommend whether or not the rate,
6 or rates, contained in such order, shall be modified. The report of such wage
7 board shall be dealt with in the manner prescribed in sections 15, 16 and 17
8 of this act.

1 20. The commissioner may, from time to time after conference with the
2 director and without reference to a wage board, propose such modifications
3 of or additions to any administrative regulations issued pursuant to sections
4 6 and 17 of this act as he may deem appropriate to effectuate the purposes of
5 this article; provided, such proposed modifications or additions could legally
6 have been included in the original regulation. Notice shall be given of a
7 public hearing to be held by the commissioner or director not less than 15
8 days after such notice, at which all persons in favor of or opposed to the
9 proposed modifications or additions may be heard. After the hearing the
10 commissioner may make an order putting into effect the proposed modifica-
11 tions of or additions to the administrative regulations as he deems appro-
12 priate.

1 21. Every employer of employees subject to this act shall keep a true and
2 accurate record of the hours worked by each and the wages paid by him to
3 each and shall furnish to the commissioner or the director or their author-
4 ized representative upon demand a sworn statement of the same. Such rec-
5 ords shall be open to inspection by the commissioner or the director or
6 their authorized representative at any reasonable time. No employer shall

7 be found guilty of violating this provision for failure to keep a true and
8 accurate record of the hours worked by outside salesmen, buyers of poultry,
9 eggs, cream or milk in their natural or raw state or homeworkers legally
10 employed in accordance with the laws of this State.

1 22. Every employer subject to any provision of this act or of any regula-
2 tions or orders issued under this act shall keep a summary of this act, ap-
3 proved by the commissioner, and copies of any applicable wage orders and
4 regulations issued under this act, or a summary of such wage orders and
5 regulations, posted in a conspicuous and accessible place in or about the
6 premises wherein any person subject thereto is employed. Employers shall
7 be furnished copies of such summaries, orders, and regulations by the State
8 on request without charge.

1 23. Any employer who willfully hinders or delays the commissioner, the
2 director or their authorized representatives in the performance of his duties
3 in the enforcement of this act, or fails to make, keep, and preserve any rec-
4 ords as required under the provisions of this act, or falsifies any such
5 record, or refuses to make any such record accessible to the commissioner,
6 the director or their authorized representatives upon demand, or refuses to
7 furnish a sworn statement of such record or any other information required
8 for the proper enforcement of this act to the commissioner, the director or
9 their authorized representatives upon demand, or pays or agrees to pay wages
10 at a rate less than the rate applicable under this act or any wage order
11 issued pursuant thereto, or otherwise violates any provision of this act or
12 of any regulation or order issued under this act shall be guilty of a mis-
13 demeanor and shall, upon conviction therefor, be fined not less than \$100.00
14 nor more than \$500.00 or by imprisonment of not less than 10 nor more than
15 90 days or by both such fine and imprisonment. Each week, in any day of
16 which an employee is paid less than the rate applicable to him under this
17 act or under a minimum fair wage order, and each employee so paid, shall
18 constitute a separate offense.

1 24. As an alternative to any other sanctions, herein or otherwise pro-
2 vided by law for violation of this act or of any rule or regulations duly

3 issued hereunder, the Commissioner of Labor and Industry is authorized to
4 supervise the payment of amounts due to employees under this act, and
5 the employer may be required to make these payments to the commissioner
6 to be held in a special account in trust for the employee, and paid on order
7 of the commissioner directly to the employee or employees affected.

1 25. Any employer who discharges or in any other manner discriminates
2 against any employee because such employee has made any complaint to his
3 employer, to the commissioner, the director or to their authorized representa-
4 tives that he has not been paid wages in accordance with the provisions of
5 this act, or because such employee has caused to be instituted or is about to
6 cause to be instituted any proceeding under or related to this act, or because
7 such employee has testified or is about to testify in any such proceeding, or
8 because such employee has served or is about to serve on a wage board, shall
9 be guilty of a misdemeanor and shall, upon conviction therefor, be fined not
10 less than \$50.00 nor more than \$200.00. Such employer shall be required, as
11 a condition of such judgment of conviction, to offer reinstatement in employ-
12 ment to any such discharged employee and to correct any such discriminatory
13 action, and also to pay to any such employee in full, all wages lost as a result
14 of such discharge or discriminatory action, under penalty of contempt pro-
15 ceedings for failure to comply with such requirement.

1 26. If any employee is paid by an employer less than the minimum fair
2 wage to which such employee is entitled under the provisions of this act or by
3 virtue of a minimum fair wage order such employee may recover in a civil
4 action the full amount of such minimum wage less any amount actually paid
5 to him or her by the employer together with costs and such reasonable at-
6 torney's fees as may be allowed by the court, and any agreement between such
7 employee and the employer to work for less than such minimum fair wage
8 shall be no defense to the action. An employee shall be entitled to maintain
9 such action for and on behalf of himself or other employees similarly situ-
10 ated, and such employee and employees may designate an agent or represent-
11 ative to maintain such action for and on behalf of all employees similarly
12 situated. At the request of any employee paid less than the minimum wage to

13 which such employée was entitled under the provisions of this act or under an
14 order, the commissioner may take an assignment of the wage claim in trust
15 for the assigning employee and may bring any legal action necessary to collect
16 the claim, and the employer shall be required to pay the costs and such rea-
17 sonable attorney's fees as may be allowed by the court.

1 27. Nothing in this act shall be deemed to interfere with, impede, or in
2 any way diminish the right of employees to bargain collectively through rep-
3 resentatives of their own choosing in order to establish wages in excess of
4 the applicable minima under this act.

1 28. If any provision of this act, or the application thereof to any person
2 or circumstance, is held invalid, the remainder of the act and the application
3 thereof, to other persons or circumstances shall not be affected thereby.

1 29. This act shall supplement the provisions of article 2 of chapter 11 of
2 Title 34 of the Revised Statutes. Nothing herein shall be deemed to super-
3 sede any of the provisions of said article 2 of chapter 11, of Title 34, except
4 insofar as the wages entitled to be received by any employee under the pro-
5 visions of this act and the regulations and wage orders issued thereunder
6 exceed the wages such employee is entitled to receive under the provisions of
7 said article 2, of chapter 11, of Title 34 of the Revised Statutes and the regu-
8 lations and wage orders issued pursuant thereto.

1 30. This act shall be known as the "New Jersey State Wage and Hour
2 Law."

1 31. This act shall take effect immediately.

SENATE, No. 391

STATE OF NEW JERSEY

INTRODUCED MAY 9, 1966

By Senator KEEGAN

Referred to Committee on Labor and Industrial Relations

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11 for services rendered for an employer or a customer of an employer and the
12 fair value of any food or lodgings supplied by an employer to an employee.
13 The commissioner may, by regulation, establish the average value of gratuities
14 received by an employee in any occupation and the fair value of food and
15 lodging provided to employees in any occupation which average values shall
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17 the absence of evidence of the actual value of such items.

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19 regularly paid for each hour of work as determined by dividing the total
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15 regulations adopted by the commissioner.

1 6. For any occupation for which no wage order issued pursuant to sec-
2 tion 17 of this act is in effect, the commissioner shall, within 6 months after
3 the rate provided in section 5 is in effect, make such administrative regula-
4 tions as he shall deem appropriate to carry out the purposes of this act or
5 necessary to prevent the circumvention or evasion thereof, and to safeguard
6 the minimum wage rates hereby established. Such regulations may include
7 regulations defining and governing outside salesmen; learners and appren-
8 tices, their number, proportion and length of service; part-time pay; bonuses,
9 overtime pay; special pay for special or extra work; or permitted charges
10 to employees or allowances for board, lodging, apparel or other facilities or
11 services customarily furnished by employers to employees; or allowances for
12 such other special conditions or circumstances.

13 The commissioner shall publish such regulations as he proposes to issue
14 and such regulations may be issued pursuant to this section only after a
15 public hearing, subsequent to publication of notice of the hearing, at which
16 any person may be heard.

17 Such administrative regulations shall remain in effect only until such
18 time as a wage order governing the occupation or occupations concerned,
19 and to the extent inconsistent therewith, has been promulgated and becomes
20 effective as provided in this act.

1 7. The commissioner, the director and their authorized representatives
2 shall have the authority to:

3 (a) investigate and ascertain the wages of persons employed in any
4 occupation in the State;

5 (b) enter and inspect the place of business or employment of any em-
6 ployer or employees in any occupation in the State, for the purpose of
7 examining and inspecting any or all books, registers, payrolls and other
8 records of any such employer that in any way relate to or have a bearing
9 upon the question of wages, hours, and other conditions of employment of
10 any such employees; copy any or all of such books, registers, payrolls, and
11 other records as he or his authorized representative may deem necessary or
12 appropriate; and question such employees for the purpose of ascertaining
13 whether the provisions of this act and the orders and regulations issued
14 hereunder have been and are being complied with; and

15 (c) require from such employer full and correct statements in writing,
16 including sworn statements, with respect to wages, hours, names, addresses
17 and such other information pertaining to his employees and their employ-
18 ment as the commissioner, the director or their authorized representatives
19 may deem necessary or appropriate.

1 8. The commissioner shall have the power, on his own motion, and it
2 shall be his duty upon the petition of 50 or more residents of the State, to
3 cause the director to investigate any occupation to ascertain whether a sub-
4 stantial number of employees are receiving less than a fair wage.

1 9. If the commissioner is of the opinion that a substantial number of
2 employees in any occupation or occupations are receiving less than a fair
3 wage, he shall appoint a wage board as provided in section 10 of this act
4 to report upon the establishment of minimum fair wage rates for employees
5 in such occupation or occupations.

1 10. A wage board shall be composed of not more than 3 representatives
2 of the employers in any occupation, an equal number of representatives of
3 the employees in such occupations and not more than 3 disinterested persons
4 representing the public, one of whom shall be designated by the commissioner
5 as chairman. The commissioner after conferring with the director shall ap-
6 point the members of the wage board, the representatives of the employers
7 and employees to be selected so far as practicable from nominations sub-
8 mitted by the employers and employees. Two-thirds of the members shall
9 constitute a quorum and the recommendations or report of the wage board
10 shall require a vote of not less than a majority of all its members. The
11 commissioner after conferring with the director shall make and establish
12 from time to time rules and regulations governing the selection of a wage
13 board and its mode of procedure not inconsistent with this act. The mem-
14 bers of a wage board shall serve without pay but may be reimbursed for all
15 necessary expenses.

1 11. A wage board shall have power to administer oaths and to require
2 by subpoena the attendance and testimony of witnesses, the production of
3 all books, records, and other evidence relative to matters under investiga-
4 tion. Such subpoena shall be signed and issued by the chairman of the wage
5 board and shall be served and have the same effect as if issued out of the
6 Superior Court. A wage board shall have power to cause depositions of
7 witnesses residing within or without the State to be taken in the manner
8 prescribed for like dispositions in civil actions in the Superior Court.

1 12. The commissioner or the director shall present to a wage board
2 promptly upon its organization all the evidence and information in the pos-
3 session of the commissioner or director relating to the wages of employees

4 in the occupations for which the wage board was appointed and all other
5 information which the commissioner or the director deems relevant to the
6 establishment of a minimum fair wage, and shall cause to be brought before
7 the committee any witnesses whom the commissioner or the director deems
8 material. A wage board may summon other witnesses or call upon the com-
9 missioner or the director to furnish additional information to aid it in its
10 deliberations.

1 13. The commissioner and the wage board in establishing a minimum
2 fair wage, shall not be bound by technical rules of evidence or procedure,
3 but may consider all relevant circumstances affecting the value of the serv-
4 ice or class of service rendered; may consider the wages paid in the State
5 for work of like or comparable character by employers who voluntarily
6 maintain minimum fair wage standards; and may be guided by like consid-
7 erations as would guide a court in a suit for the reasonable value of serv-
8 ices rendered at the request of the employer without agreement as to amount
9 of wages to be paid.

1 14. The report of the wage board shall recommend minimum fair wage
2 rates, on an hourly, daily or weekly basis for the employees in the occupa-
3 tion or occupations for which the wage board was appointed. The wage
4 board may recommend establishment or modification of the number of hours
5 per week after which the overtime rate established in section 5 shall apply
6 and may recommend modification of said overtime rate. The board may
7 also recommend permitted charges to the employees or allowances for board,
8 lodging, apparel, or other facilities or services customarily furnished by the
9 employer to the employee; or allowances for such other special conditions
10 or circumstances excluding gratuities which may be usual in a particular
11 employer-employee relationship. A wage board may differentiate and clas-
12 sify employments in any occupation according to the nature of the service
13 rendered and recommend appropriate minimum fair wage rates for different
14 employments. It may recommend minimum fair wage rates varying with lo-
15 calities if in the judgment of the wage board conditions make such local
16 differentiation proper.

17 A wage board may recommend a suitable scale of rates for learners and
18 apprentices or students in any occupation which may be less than the regular
19 minimum fair wage rates recommended for experienced employees.

1 15. Within 60 days of its organization a wage board shall submit to the
2 commissioner a report including its recommendations as to minimum fair
3 wage standards for the employees in the occupation or occupations the wage
4 standards of which the wage board was appointed to investigate. If its report
5 is not submitted within such time the commissioner may constitute a new
6 wage board.

1 16. On submission of the report of a wage board the commissioner shall
2 within 10 days confer with the director and accept or reject the report.

3 If he rejects the report, he shall resubmit the matter to the same wage
4 board or to a new wage board with a statement of his reasons for the re-
5 jection.

6 If he accepts the report, it shall be published within 30 days together
7 with such proposed administrative regulations as the commissioner after con-
8 ferring with the director may deem appropriate to supplement the report
9 of the wage board and to safeguard the minimum fair wage standards to be
10 established.

11 At the same time notice shall be given of a public hearing before the
12 commissioner or the director, not sooner than 15 nor more than 30 days after
13 such publication, at which all persons favoring or opposing the recommenda-
14 tions contained in the report or the proposed regulations may be heard.

1 17. Within 10 days after the hearing the commissioner shall confer with
2 the director and approve or disapprove the report of the wage board. If the
3 report is disapproved the commissioner may resubmit the matter to the
4 same wage board or to a new wage board. If the report is approved, the
5 commissioner shall make a wage order which shall define minimum fair wage
6 rates in the occupation or occupations as recommended in the report of the
7 wage board and which shall include such proposed administrative regula-
8 tions as the commissioner may deem appropriate to supplement the report

9 of the wage board and to safeguard the minimum fair wage standards
10 established. Such administrative regulations may include among other things,
11 regulations defining and governing learners and apprentices, their rates,
12 number, proportion or length of service; piece rates or their relations to time
13 rates; overtime or part-time rates, bonuses or special pay for special or extra
14 work; deductions for board, lodging, apparel or other items or services sup-
15 plied by the employer; and other special conditions or circumstances exclud-
16 ing gratuities; and in view of the diversities and complexities of different
17 occupations and the dangers of evasion and nullification, the commissioner
18 may provide in such regulations without departing from the basic minimum
19 rates recommended by the wage board such modifications or reductions of or
20 addition to such rates in or for such special cases or classes of cases as
21 those herein enumerated as the commissioner may find appropriate to safe-
22 guard the basic minimum rates established. Said wage order shall take effect
23 upon expiration of 180 days from the date of the issuance of the order.

1 18. (a) The commissioner, to the extent necessary in order to prevent
2 curtailment of opportunities for employment, shall by regulation provide for
3 the employment of learners, apprentices and students, under special cer-
4 tificates issued pursuant to regulations of the commissioner, at such wages
5 lower than the minimum wage applicable under the provisions of this act
6 and subject to such limitations as to time, number, proportion and length
7 of service as the commissioner shall prescribe.

8 (b) For any occupation for which minimum fair wage order rates are
9 established by or pursuant to this act the commissioner or the director may
10 cause to be issued to an employee, including a learner, apprentice or student
11 whose earning capacity is impaired by age or physical or mental deficiency
12 or injury, a special license authorizing employment at such wages less than
13 such minimum fair wage rates and for such period of time as shall be fixed
14 by the commissioner or the director and stated in the license.

1 19. At any time after a minimum fair wage order has been in effect for
2 1 year or more, the commissioner may, on his own motion, after conferring

3 with the director, and shall, on petition of 50 or more residents of the State,
4 reconsider the minimum fair wage rates set therein and reconvene the same
5 wage board or appoint a new board to recommend whether or not the rate,
6 or rates, contained in such order, shall be modified. The report of such wage
7 board shall be dealt with in the manner prescribed in sections 15, 16 and 17
8 of this act.

1 20. The commissioner may, from time to time after conference with the
2 director and without reference to a wage board, propose such modifications
3 of or additions to any administrative regulations issued pursuant to sections
4 6 and 17 of this act as he may deem appropriate to effectuate the purposes of
5 this article; provided, such proposed modifications or additions could legally
6 have been included in the original regulation. Notice shall be given of a
7 public hearing to be held by the commissioner or director not less than 15
8 days after such notice, at which all persons in favor of or opposed to the
9 proposed modifications or additions may be heard. After the hearing the
10 commissioner may make an order putting into effect the proposed modifica-
11 tions of or additions to the administrative regulations as he deems appro-
12 priate.

1 21. Every employer of employees subject to this act shall keep a true and
2 accurate record of the hours worked by each and the wages paid by him to
3 each and shall furnish to the commissioner or the director or their author-
4 ized representative upon demand a sworn statement of the same. Such rec-
5 ords shall be open to inspection by the commissioner or the director or
6 their authorized representative at any reasonable time. No employer shall
7 be found guilty of violating this provision for failure to keep a true and
8 accurate record of the hours worked by outside salesmen, buyers of poultry,
9 eggs, cream or milk in their natural or raw state or homeworkers legally
10 employed in accordance with the laws of this State.

1 22. Every employer subject to any provision of this act or of any regula-
2 tions or orders issued under this act shall keep a summary of this act, ap-
3 proved by the commissioner, and copies of any applicable wage orders and

4 regulations issued under this act, or a summary of such wage orders and
5 regulations, posted in a conspicuous and accessible place in or about the
6 premises wherein any person subject thereto is employed. Employers shall
7 be furnished copies of such summaries, orders, and regulations by the State
8 on request without charge.

1 23. Any employer who willfully hinders or delays the commissioner, the
2 director or their authorized representatives in the performance of his duties
3 in the enforcement of this act, or fails to make, keep, and preserve any rec-
4 ords as required under the provisions of this act, or falsifies any such
5 record, or refuses to make any such record accessible to the commissioner,
6 the director or their authorized representatives upon demand, or refuses to
7 furnish a sworn statement of such record or any other information required
8 for the proper enforcement of this act to the commissioner, the director or
9 their authorized representatives upon demand, or pays or agrees to pay wages
10 at a rate less than the rate applicable under this act or any wage order
11 issued pursuant thereto, or otherwise violates any provision of this act or
12 of any regulation or order issued under this act shall be guilty of a mis-
13 demeanor and shall, upon conviction therefor, be fined not less than \$100.00
14 nor more than \$500.00 or by imprisonment of not less than 10 nor more than
15 90 days or by both such fine and imprisonment. Each week, in any day of
16 which an employee is paid less than the rate applicable to him under this
17 act or under a minimum fair wage order, and each employee so paid, shall
18 constitute a separate offense.

1 24. As an alternative to any other sanctions, herein or otherwise pro-
2 vided by law for violation of this act or of any rule or regulations duly
3 issued hereunder, the Commissioner of Labor and Industry is authorized to
4 supervise the payment of amounts due to employees under this act, and
5 the employer may be required to make these payments to the commissioner
6 to be held in a special account in trust for the employee, and paid on order
7 of the commissioner directly to the employee or employees affected.

1 25. Any employer who discharges or in any other manner discriminates

2 against any employee because such employee has made any complaint to his
3 employer, to the commissioner, the director or to their authorized representa-
4 tives that he has not been paid wages in accordance with the provisions of
5 this act, or because such employee has caused to be instituted or is about to
6 cause to be instituted any proceeding under or related to this act, or because
7 such employee has testified or is about to testify in any such proceeding, or
8 because such employee has served or is about to serve on a wage board, shall
9 be guilty of a misdemeanor and shall, upon conviction therefor, be fined not
10 less than \$50.00 nor more than \$200.00. Such employer shall be required, as
11 a condition of such judgment of conviction, to offer reinstatement in employ-
12 ment to any such discharged employee and to correct any such discriminatory
13 action, and also to pay to any such employee in full, all wages lost as a result
14 of such discharge or discriminatory action, under penalty of contempt pro-
15 ceedings for failure to comply with such requirement.

1 26. If any employee is paid by an employer less than the minimum fair
2 wage to which such employee is entitled under the provisions of this act or by
3 virtue of a minimum fair wage order such employee may recover in a civil
4 action the full amount of such minimum wage less any amount actually paid
5 to him or her by the employer together with costs and such reasonable at-
6 torney's fees as may be allowed by the court, and any agreement between such
7 employee and the employer to work for less than such minimum fair wage
8 shall be no defense to the action. An employee shall be entitled to maintain
9 such action for and on behalf of himself or other employees similarly situ-
10 ated, and such employee and employees may designate an agent or represent-
11 ative to maintain such action for and on behalf of all employees similarly
12 situated. At the request of any employee paid less than the minimum wage to
13 which such employee was entitled under the provisions of this act or under an
14 order, the commissioner may take an assignment of the wage claim in trust
15 for the assigning employee and may bring any legal action necessary to collect
16 the claim, and the employer shall be required to pay the costs and such rea-
17 sonable attorney's fees as may be allowed by the court.

1 27. Nothing in this act shall be deemed to interfere with, impede, or in
2 any way diminish the right of employees to bargain collectively through rep-
3 resentatives of their own choosing in order to establish wages in excess of
4 the applicable minima under this act.

1 28. If any provision of this act, or the application thereof to any person
2 or circumstance, is held invalid, the remainder of the act and the application
3 thereof, to other persons or circumstances shall not be affected thereby.

1 29. This act shall supplement the provisions of article 2 of chapter 11 of
2 Title 34 of the Revised Statutes. Nothing herein shall be deemed to super-
3 sede any of the provisions of said article 2 of chapter 11, of Title 34, except
4 insofar as the wages entitled to be received by any employee under the pro-
5 visions of this act and the regulations and wage orders issued thereunder
6 exceed the wages such employee is entitled to receive under the provisions of
7 said article 2, of chapter 11, of Title 34 of the Revised Statutes and the regu-
8 lations and wage orders issued pursuant thereto.

1 30. This act shall be known as the "New Jersey State Wage and Hour
2 Law."

1 31. This act shall take effect immediately.

SENATE AMENDMENTS TO

SENATE, No. 391

STATE OF NEW JERSEY

ADOPTED MAY 31, 1966

Amend page 3, section 5, line 15, after line 15, add the following paragraph:

“The provisions of this section for the payment to an employee of not less than 1½ times such employee’s regular hourly rate for each hour of working time in excess of 40 hours in any week shall not apply to employees engaged to labor on a farm, or employed in a hotel or to an employee of a common carrier of passengers by motor bus or employees engaged in labor relative to the raising or care of livestock.”.

Amend page 6, section 14, line 6, after the word “recommend”, insert “the establishment or”.

CHAPTER 89 LAWS OF N. J. 1967

APPROVED 6-2-67

[OFFICIAL COPY REPRINT]

ASSEMBLY, No. 718

STATE OF NEW JERSEY

INTRODUCED MARCH 13, 1967

By Assemblymen SKEVIN and YESKO

Referred to Committee on Labor and Industrial Relations

A SUPPLEMENT to the "New Jersey State Wage and Hour Law,"
approved June 17, 1966 (P. L. 1966, c. 113).

1 BE IT ENACTED *by the Senate and General Assembly of the State*
2 *of New Jersey:*

3 1. The provisions of the act to which this act is a supplement
4 in respect to minimum wages and compensation for overtime
5 work shall not be applicable to ***[employees of]*** **summer*
6 *counsellors and allied and special staff personnel who work during*
7 *the months of June, July, August or September of the year at**
8 *children's summer camps operated by any nonprofit corporation*
9 *or association.*

10 2. This act shall take effect immediately.

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

ASSEMBLY, No. 718

STATE OF NEW JERSEY

INTRODUCED MARCH 13, 1967

By Assemblymen SKEVIN and YESKO

Referred to Committee on Labor and Industrial Relations

A SUPPLEMENT to the "New Jersey State Wage and Hour Law,"
approved June 17, 1966 (P. L. 1966, c. 113).

1 BE IT ENACTED *by the Senate and General Assembly of the State*
2 *of New Jersey:*

3 1. The provisions of the act to which this act is a supplement
4 in respect to minimum wages and compensation for overtime
5 work shall not be applicable to employees of children's summer
6 camps operated by any nonprofit corporation or association.

7 2. This act shall take effect immediately.

SENATE AMENDMENT TO
ASSEMBLY, No. 718

STATE OF NEW JERSEY

ADOPTED MAY 8, 1967

Amend page 1, section 1, line 5, delete "employees of", insert "summer counsellors and allied and special staff personnel who work during the months of June, July, August or September of the year at".

ASSEMBLY, No. 719

ASSEMBLY BILL NO. 718, 1967

FROM: Office of the Governor

FOR RELEASE: June 2, 1967

Governor Richard J. Hughes today signed into law Assembly Bill No. 718 which exempts summer counsellors and other special camp personnel who work during the summer months at children's camps operated by non-profit associations from the New Jersey State Wage and Hour Law. In signing this measure, the Governor said:

"I am approving Assembly Bill No. 718, believing that its becoming law will in no way weaken the true intent and thrust of the Minimum Wage Law adopted in this State on June 18, 1966.

"The types of employment performed at summer camps by college students, scout mothers and teachers is special, seasonal and devoted to the worthiest of purposes, and it is imperative that government not interrupt the wholesome experiences which can be derived from a week or two at a summer camp, especially for our needy boys and girls. The Girl Scouts, the Boy Scouts, the Y.M.C.A. and the other organizations that provide camping experiences including programs for the blind and other handicapped each year, get thousands of youngsters into the fresh air and sunlight. These same organizations must work within limited budgets and the imposition of the Minimum Wage Law would mean that costs to the children would have to be increased in many instances beyond the ability of their parents to pay, thus depriving many children of a rich and rewarding experience.

"While it is administration policy to resist any substantial weakening of the Wage and Hour Law, I do not think that the limited exemption contained in Assembly Bill No. 718 will have that effect."

CHAPTER 19 LAWS OF N. J. 1968

APPROVED 4-22-68

SENATE, No. 318

STATE OF NEW JERSEY

INTRODUCED JANUARY 22, 1968

By Senators MARAZITI and McDERMOTT

Referred to Committee on Labor Relations

AN ACT to amend "An act concerning minimum wage standards; providing for the enforcement of such standards and the orders and regulations made with respect thereto; prescribing penalties for the violation thereof, and supplementing Title 34 of the Revised Statutes," approved June 17, 1966 (P. L. 1966, c. 113).

1 BE IT ENACTED *by the Senate and General Assembly of the State*
2 *of New Jersey:*

3 1. Section 5 of the act of which this act is amendatory is
4 amended to read as follows:

5 5. Every employer shall (a) on and after the expiration of 180
6 days following the date of enactment of this act pay to each
7 of his employees wages at a rate of not less than \$1.25 per hour,
8 and (b) on and after January 1, 1968 at a rate of not less than
9 \$1.40 per hour, and (c) on and after January 1, 1969 at a rate
10 of not less than \$1.50 per hour for 40 hours of working time in
11 any week and 1½ times such employee's regular hourly wage
12 for each hour of working time in excess of 40 hours in any week,
13 except this overtime rate shall not include any individual employed
14 in a bona fide executive, administrative, or professional capacity
15 or, if an applicable wage order has been issued by the commissioner
16 under section 17 of this act, not less than the wages prescribed
17 in said order. The wage rates fixed in this section shall not be
18 applicable to employees engaged in domestic service in the home
19 of the employer, to persons under the age of 18 **[or]**, to persons
20 employed *as salesmen of motor vehicles; or to persons employed*
21 *as outside salesmen as such term shall be defined and delimited*
22 *in regulations adopted by the commissioner.*

23 The provisions of this section for the payment to an employee
24 of not less than 1½ times such employee's regular hourly rate
25 for each hour of working time in excess of 40 hours in any week
26 shall not apply to employees engaged to labor on a farm, or

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

- 1 employed in a hotel or to an employee of a common carrier of
- 2 passengers by motor bus or employees engaged in labor relative
- 3 to the raising or care of livestock.
- 4 2. This act shall take effect immediately.

STATEMENT

The purpose of this bill is to make the provisions of the "New Jersey State Wage and Hour Law," in respect to minimum wages and compensation for overtime work, inapplicable to persons employed as salesmen of motor vehicles.

CHAPTER 58 LAWS OF N. J. 1967
APPROVED 6-11-67

[OFFICIAL COPY REPRINT]
ASSEMBLY, No. 1

STATE OF NEW JERSEY

PRE-FILED FOR INTRODUCTION IN THE 1968 SESSION

By Assemblyman DICKEY

AN ACT to amend "A supplement to the 'New Jersey State Wage and Hour Law,' approved June 17, 1966 (P. L. 1966, c. 113)," approved June 2, 1967 (P. L. 1967, c. 89).

1 BE IT ENACTED *by the Senate and General Assembly of the State*
2 *of New Jersey:*

1 1. Section 1 of the act of which this act is amendatory is amended
2 to read as follows:

3 1. The provisions of the act to which this act is a supplement
4 in respect to minimum wages and compensation for overtime work
5 shall not be applicable *during the months of June, July, August or
5A *September of the year** to **[summer counsellors and allied and**
6 **special staff personnel who work during the months of June, July,**
7 **August or September of the year at children's]** summer camps,
8 *conferences and retreats* operated by any nonprofit or religious
9 corporation or association.

1 2. This act shall take effect immediately.

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

ASSEMBLY, No. 1

STATE OF NEW JERSEY

PRE-FILED FOR INTRODUCTION IN THE 1968 SESSION

By Assemblyman DICKEY

AN ACT to amend "A supplement to the 'New Jersey State Wage and Hour Law,' approved June 17, 1966 (P. L. 1966, c. 113)," approved June 2, 1967 (P. L. 1967, c. 89).

1 BE IT ENACTED *by the Senate and General Assembly of the State*
2 *of New Jersey:*

1 1. Section 1 of the act of which this act is amendatory is amended
2 to read as follows:

3 1. The provisions of the act to which this act is a supplement
4 in respect to minimum wages and compensation for overtime work
5 shall not be applicable to [summer counsellors and allied and
6 special staff personnel who work during the months of June, July,
7 August or September of the year at children's] summer camps,
8 conferences and retreats operated by any nonprofit or religious
9 corporation or association.

1 2. This act shall take effect immediately.

STATEMENT

This amendment is similar to the provisions of the New York Law, which extends exemption from the minimum wage regulations for a period of 17 weeks during which a resort hotel or camp may employ students.

CORRECTED COPY
ASSEMBLY, No. 1

STATE OF NEW JERSEY

PRE-FILED FOR INTRODUCTION IN THE 1968 SESSION

By Assemblyman DICKEY

AN ACT to amend "A supplement to the 'New Jersey State Wage and Hour Law,' approved June 17, 1966 (P. L. 1966, c. 113)," approved June 2, 1967 (P. L. 1967, c. 89).

1 BE IT ENACTED *by the Senate and General Assembly of the State*
2 *of New Jersey:*

1 1. Section 1 of the act of which this act is amendatory is amended
2 to read as follows:

3 1. The provisions of the act to which this act is a supplement
4 in respect to minimum wages and compensation for overtime work
5 shall not be applicable to [summer counsellors and allied and
6 special staff personnel who work during the months of June, July,
7 August or September of the year at children's] summer camps,
8 conferences and retreats operated by any nonprofit or religious
9 corporation or association.

1 2. This act shall take effect immediately.

STATEMENT

This amendment is similar to the provisions of the New York Law, which extends exemption from the minimum wage regulations for a period of 17 weeks during which a resort hotel or camp may employ students.

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

ASSEMBLY COMMITTEE AMENDMENT TO

ASSEMBLY, No. 1

[CORRECTED COPY]

STATE OF NEW JERSEY

ADOPTED FEBRUARY 5, 1968

Amend page 1, section 1, line 5, after "applicable", insert "during the months of June, July, August or September of the year".