

## Employment Transparency Act Regulations Introduced



10/1/2025

On September 15, 2025, the Department of Labor proposed [regulations](#) to implement the New Jersey Employment Transparency Act, which became effective on June 1, 2025. Highlights of the proposed regulations include the following:

- Expanding who is considered an employee of an employer to include all of an employer's employees, whether or not they work in New Jersey or out-of-state.
- The obligation to use reasonable "efforts" to notify employees of promotional opportunities would require employers to post notices both physically in the workplace and, if available, on an employee intranet.
- When an employer includes a range of pay in a job advertisement, the minimum pay to maximum pay ratio must be no more than 60%.

Comments to the proposed regulations are due by November 15, 2025.

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