# Employment Transparency Act Regulations Introduced




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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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