

## Employment Transparency Act Regulations Introduced



**Healthcare Law Update**

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**John D. Fanburg**  
Managing Member & Chair, Healthcare

**Edward Hilzenrath**  
Member, Healthcare

**Erika R. Marshall**  
Counsel, Healthcare

BRACH | EICHLER LLC  
Counsellors at Law

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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.

*For more information, contact:*

**Caroline J. Patterson, Vice Chair** | 973.364.5233 | [cpatterson@bracheichler.com](mailto:cpatterson@bracheichler.com)

**Edward Hilzenrath, HLU Editor** | 973.403.3114 | [ehilzenrath@bracheichler.com](mailto:ehilzenrath@bracheichler.com)

**Erika R. Marshall** | 973.364.5236 | [emarshall@bracheichler.com](mailto:emarshall@bracheichler.com)

## Authors

The following attorneys contributed to this insight.



**Caroline J. Patterson**

**Member**  
Healthcare Law  
973.364.5233 · 973.618.5547 Fax  
[cpatterson@bracheichler.com](mailto:cpatterson@bracheichler.com)



**Edward Hilzenrath**

**Member**  
Healthcare Law  
973.403.3114 · 973.618.5594 Fax  
[ehilzenrath@bracheichler.com](mailto:ehilzenrath@bracheichler.com)



**Erika R. Marshall**

**Counsel**  
Healthcare Law  
973.364.5236 · 973.618.5954 Fax  
[emarshall@bracheichler.com](mailto:emarshall@bracheichler.com)