



## Employer's Legal Resource Newsletter | September-December 2025

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New Jersey employers continue to navigate significant compliance changes, most notably the state's pay transparency law, which took effect June 1, 2025. The New Jersey Department of Labor and Workforce Development has shifted from education to active enforcement, increasing scrutiny of job postings and recruiting practices. Employers should regularly review postings, ensure consistency across platforms, and document good-faith compliance efforts to mitigate the risk of penalties.

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