

ASSEMBLY, No. 4639

STATE OF NEW JERSEY

222nd LEGISLATURE

INTRODUCED MARCH 10, 2026

Sponsored by:

Assemblyman CODY D. MILLER

District 4 (Atlantic, Camden and Gloucester)

SYNOPSIS

Prohibits training repayment agreements.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning training repayment agreements and
2 supplementing P.L.1965, c.173 (C.34:11-4.1 et seq.).
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4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:
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7 1. a. No employer shall require, as a condition of employment,
8 any employee or prospective employee to enter into a training
9 repayment agreement. Any agreement which is a training repayment
10 agreement is void and no employee shall be obligated to make
11 payments under that agreement.

12 b. A violation of the provisions of this section shall be regarded
13 as a failure to comply with the provision of P.L.1965, c.173 (C.34:11-
14 4.1 et seq.), and the remedies, penalties, and other measures provided
15 for violations of that act shall be applicable, including, but not limited
16 to, penalties provided by section 10 of that act (C.34:11-4.10) and
17 civil actions by employees pursuant to that section. Any discharge
18 or other discrimination by an employer against an employee or
19 prospective employee because the employee or prospective employee
20 refuses to enter into an agreement which violates the provisions of
21 this section, makes a complaint regarding the violation, or otherwise
22 exercises rights provided by this section or P.L.1965, c.173 (C.34:11-
23 4.1 et seq.), shall be subject to remedies, penalties, and other
24 measures provided for retaliatory actions by section 10 of P.L.1965,
25 c.173 (C.34:11-4.10).

26 c. For the purposes of this section, "training repayment
27 agreement" means any agreement requiring an employee to pay an
28 employer, or a training provider or other third party, a sum of money
29 if the employee voluntarily or involuntarily leaves employment with
30 the employer, including any agreement requiring the employee to
31 reimburse the employer or third party for training previously
32 provided to the employee, except that a "training repayment
33 agreement" shall not include a cash advance to an employee, a
34 payment for equipment sold or leased to an employee, an educational
35 sabbatical leave contract, or a training repayment agreement entered
36 into as part of a collective bargaining agreement.
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38 2. This act shall take effect immediately.
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41 STATEMENT
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43 This bill prohibits an employer from requiring, as a condition of
44 employment, any employee or prospective employee to enter into
45 training repayment agreement. The bill stipulates that any agreement
46 which is a training repayment agreement is void and that no employee
47 is obligated to make payments under that agreement. The bill defines
48 a training repayment agreement as any agreement requiring an

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1 employee to pay an employer, or a training provider or other third
2 party, a sum of money if the employee leaves employment with the
3 employer, including any agreement requiring the employee to
4 reimburse the employer or third party for training previously
5 provided to the employee, except that a training repayment
6 agreement does not include a cash advance to an employee, a
7 payment for equipment sold or leased to an employee, an educational
8 sabbatical leave contract, or a training repayment agreement entered
9 into as part of a collective bargaining agreement.