

SENATE, No. 2105

STATE OF NEW JERSEY

222nd LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2026 SESSION

Sponsored by:

Senator PAUL D. MORIARTY

District 4 (Atlantic, Camden and Gloucester)

SYNOPSIS

Prohibiting training repayment agreements.

CURRENT VERSION OF TEXT

Introduced Pending Technical Review by Legislative Counsel.



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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
10 repayment agreement is void and no employee shall be obligated to
11 make 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
14 (C.34:11-4.1 et seq.), and the remedies, penalties, and other
15 measures provided for violations of that act shall be applicable,
16 including, but not limited to, penalties provided by section 10 of
17 that act (C.34:11-4.10) and civil actions by employees pursuant to
18 that section. Any discharge or other discrimination by an employer
19 against an employee or prospective employee because the employee
20 or prospective employee refuses to enter into an agreement which
21 violates the provisions of this section, makes a complaint regarding
22 the violation, or otherwise exercises rights provided by this section
23 or P.L.1965, c.173 (C.34:11-4.1 et seq.), shall be subject to
24 remedies, penalties, and other measures provided for retaliatory
25 actions by section 10 of P.L.1965, 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
29 money if the employee voluntarily or involuntarily leaves
30 employment with the employer, including any agreement requiring
31 the employee to reimburse the employer or third party for training
32 previously provided to the employee, except that a "training
33 repayment agreement" shall not include a cash advance to an
34 employee, a payment for equipment sold or leased to an employee,
35 an educational sabbatical leave contract, or a training repayment
36 agreement entered into as part of a collective bargaining agreement.

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38 2. This act shall take effect immediately.

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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
46 agreement which is a training repayment agreement is void and that
47 no employee is obligated to make payments under that agreement.
48 The bill defines a training repayment agreement as any agreement

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