

**34:8-68.1**  
**LEGISLATIVE HISTORY CHECKLIST**  
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**LAWS OF:** 2025                      **CHAPTER:** 130

**NJSA:** 34:8-68.1 Concerns requirements to report separations from employment under employee leasing agreements.

**BILL NO:** S3773                      (Substituted for A5506)

**SPONSOR(S)** Lagana, Joseph A. and others

**DATE INTRODUCED:** 10/10/2024

**COMMITTEE:**                      **ASSEMBLY:** Labor

**SENATE:** Labor

**AMENDED DURING PASSAGE:** No

**DATE OF PASSAGE:**    **ASSEMBLY:** 06/30/2025

**SENATE:** 02/25/2025

**DATE OF APPROVAL:** 8/21/2025

**FOLLOWING ARE ATTACHED IF AVAILABLE:**

**FINAL TEXT OF BILL** (S3773 enacted)

**ADVANCE LAW**                                              Yes

**PAMPHLET LAW**                                              Yes

**S 3773**

**INTRODUCED BILL:** (Includes sponsor(s) statement)    Yes

**REPRINT(S):**                                                                      No

**TECHNICAL REVIEW OF BILL:**                                              No

**COMMITTEE STATEMENT:**    **ASSEMBLY:**                      Yes

**SENATE:**                      Yes

(Audio archived recordings of the committee meetings, corresponding to the date of the committee statement, *may possibly* be found at [www.njleg.state.nj.us](http://www.njleg.state.nj.us))

**FLOOR AMENDMENT STATEMENT:**                                              No

**LEGISLATIVE FISCAL ESTIMATE:**                                              No

**A5506**

**INTRODUCED BILL:** (Includes sponsor(s) statement)    Yes

**REPRINT(S):**                                                                      No

**TECHNICAL REVIEW OF BILL:**                                              No

|                             |                  |     |
|-----------------------------|------------------|-----|
| <b>COMMITTEE STATEMENT:</b> | <b>ASSEMBLY:</b> | Yes |
|                             | <b>SENATE:</b>   | No  |

(Audio archived recordings of the committee meetings, corresponding to the date of the committee statement, ***may possibly*** be found at [www.njleg.state.nj.us](http://www.njleg.state.nj.us))

|                                   |    |
|-----------------------------------|----|
| <b>FLOOR AMENDMENT STATEMENT:</b> | No |
|-----------------------------------|----|

|                                     |    |
|-------------------------------------|----|
| <b>LEGISLATIVE FISCAL ESTIMATE:</b> | No |
|-------------------------------------|----|

|                      |    |
|----------------------|----|
| <b>VETO MESSAGE:</b> | No |
|----------------------|----|

|                                             |     |
|---------------------------------------------|-----|
| <b>GOVERNOR'S PRESS RELEASE ON SIGNING:</b> | Yes |
|---------------------------------------------|-----|

|                              |    |
|------------------------------|----|
| <b>LEGISLATOR STATEMENT:</b> | No |
|------------------------------|----|

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|                            |    |
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| <b>NEWSPAPER ARTICLES:</b> | No |
|----------------------------|----|

CL/MMcB

P.L. 2025, CHAPTER 130, *approved August 21, 2025*  
Senate, No. 3773

1 **AN ACT** concerning requirements to report separations from  
2 employment under employee leasing agreements and amending  
3 P.L.2011, c.118.

4  
5 **BE IT ENACTED** *by the Senate and General Assembly of the State*  
6 *of New Jersey:*

7  
8 1. Section 6 of P.L.2011, c.118 (C.34:8-68.1) is amended to  
9 read as follows:

10 6. a. Except to the extent otherwise expressly provided by an  
11 applicable employee leasing agreement, a client company shall be  
12 solely responsible for the quality, adequacy or safety of the goods  
13 or services produced or sold in the client company's business, for  
14 directing, supervising, training and controlling the work of the  
15 covered employees with respect to the business activities of the  
16 client company, for the acts, errors or omissions of covered  
17 employees with regard to those activities, and for accurately  
18 reporting wages to the employee leasing company.

19 b. Except to the extent otherwise expressly provided by an  
20 applicable employee leasing agreement, a client company shall not  
21 be liable for the acts, errors or omissions of an employee leasing  
22 company, or of any covered employee when the covered employee  
23 is acting under the express direction and control of the employee  
24 leasing company, and an employee leasing company shall not be  
25 liable for the acts, errors, or omissions of a client company or of  
26 any covered employee when the covered employee is acting under  
27 the express direction and control of the client company.

28 c. Except to the extent otherwise expressly provided by an  
29 applicable employee leasing agreement or other employment  
30 contract, insurance contract or bond, a covered employee shall not  
31 be considered, solely as the result of being a covered employee, an  
32 employee of the employee leasing company for purposes of general  
33 liability insurance, fidelity bonds, surety bonds, employer's liability  
34 which is not covered by workers' compensation, or other liability  
35 insurance carried by the employee leasing company.

36 d. Notwithstanding any provisions of R.S.43:21-6 and  
37 R.S.43:21-16 to the contrary, a client company shall be solely  
38 responsible for complying with the reporting requirements  
39 concerning a separation from employment imposed on employers  
40 pursuant to subsection (a) of R.S. 43:21-6, and shall be solely liable  
41 for any penalty for failure to provide information concerning a

**EXPLANATION** – Matter enclosed in bold-faced brackets **[thus]** in the above bill is  
not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1 separation from employment imposed pursuant to subsection (b) of  
2 R.S. 43:21-16.

3 (cf: P.L.2017, c.233, s.2)

4

5 2. This act shall take effect immediately.

6

7

8

STATEMENT

9

10 This bill provides that, notwithstanding any provisions of law to  
11 the contrary, a client company of an employee leasing company, not  
12 the employee leasing company, is solely responsible for complying  
13 with the reporting requirements concerning a separation from  
14 employment, and is solely liable for any penalty for failure to  
15 provide information concerning a separation from employment.

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20 Concerns requirements to report separations from employment  
21 under employee leasing agreements.

## CHAPTER 130

**AN ACT** concerning requirements to report separations from employment under employee leasing agreements and amending P.L.2011, c.118.

**BE IT ENACTED** *by the Senate and General Assembly of the State of New Jersey:*

1. Section 6 of P.L.2011, c.118 (C.34:8-68.1) is amended to read as follows:

C.34:8-68.1 Responsibilities of client company.

6. a. Except to the extent otherwise expressly provided by an applicable employee leasing agreement, a client company shall be solely responsible for the quality, adequacy, or safety of the goods or services produced or sold in the client company's business; for directing, supervising, training, and controlling the work of the covered employees with respect to the business activities of the client company; for the acts, errors, or omissions of covered employees with regard to those activities; and for accurately reporting wages to the employee leasing company.

b. Except to the extent otherwise expressly provided by an applicable employee leasing agreement, a client company shall not be liable for the acts, errors, or omissions of an employee leasing company, or of any covered employee when the covered employee is acting under the express direction and control of the employee leasing company, and an employee leasing company shall not be liable for the acts, errors, or omissions of a client company or of any covered employee when the covered employee is acting under the express direction and control of the client company.

c. Except to the extent otherwise expressly provided by an applicable employee leasing agreement or other employment contract, insurance contract, or bond, a covered employee shall not be considered, solely as the result of being a covered employee, an employee of the employee leasing company for purposes of general liability insurance, fidelity bonds, surety bonds, employer's liability which is not covered by workers' compensation, or other liability insurance carried by the employee leasing company.

d. Notwithstanding any provisions of R.S.43:21-6 and R.S.43:21-16 to the contrary, a client company shall be solely responsible for complying with the reporting requirements concerning a separation from employment imposed on employers pursuant to subsection (a) of R.S. 43:21-6, and shall be solely liable for any penalty for failure to provide information concerning a separation from employment imposed pursuant to subsection (b) of R.S. 43:21-16.

2. This act shall take effect immediately.

Approved August 21, 2025.

**SENATE, No. 3773**

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**STATE OF NEW JERSEY**

**221st LEGISLATURE**

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INTRODUCED OCTOBER 10, 2024

**Sponsored by:**

**Senator JOSEPH A. LAGANA**

**District 38 (Bergen)**

**Senator BENJIE E. WIMBERLY**

**District 35 (Bergen and Passaic)**

**Assemblyman ANTHONY S. VERRELLI**

**District 15 (Hunterdon and Mercer)**

**SYNOPSIS**

Concerns requirements to report separations from employment under employee leasing agreements.

**CURRENT VERSION OF TEXT**

As introduced.



**(Sponsorship Updated As Of: 6/30/2025)**

1 AN ACT concerning requirements to report separations from  
2 employment under employee leasing agreements and amending  
3 P.L.2011, c.118.

4  
5 **BE IT ENACTED** by the Senate and General Assembly of the State  
6 of New Jersey:

7  
8 1. Section 6 of P.L.2011, c.118 (C.34:8-68.1) is amended to  
9 read as follows:

10 6. a. Except to the extent otherwise expressly provided by an  
11 applicable employee leasing agreement, a client company shall be  
12 solely responsible for the quality, adequacy or safety of the goods  
13 or services produced or sold in the client company's business, for  
14 directing, supervising, training and controlling the work of the  
15 covered employees with respect to the business activities of the  
16 client company, for the acts, errors or omissions of covered  
17 employees with regard to those activities, and for accurately  
18 reporting wages to the employee leasing company.

19 b. Except to the extent otherwise expressly provided by an  
20 applicable employee leasing agreement, a client company shall not  
21 be liable for the acts, errors or omissions of an employee leasing  
22 company, or of any covered employee when the covered employee  
23 is acting under the express direction and control of the employee  
24 leasing company, and an employee leasing company shall not be  
25 liable for the acts, errors, or omissions of a client company or of  
26 any covered employee when the covered employee is acting under  
27 the express direction and control of the client company.

28 c. Except to the extent otherwise expressly provided by an  
29 applicable employee leasing agreement or other employment  
30 contract, insurance contract or bond, a covered employee shall not  
31 be considered, solely as the result of being a covered employee, an  
32 employee of the employee leasing company for purposes of general  
33 liability insurance, fidelity bonds, surety bonds, employer's liability  
34 which is not covered by workers' compensation, or other liability  
35 insurance carried by the employee leasing company.

36 d. Notwithstanding any provisions of R.S.43:21-6 and  
37 R.S.43:21-16 to the contrary, a client company shall be solely  
38 responsible for complying with the reporting requirements  
39 concerning a separation from employment imposed on employers  
40 pursuant to subsection (a) of R.S. 43:21-6, and shall be solely liable  
41 for any penalty for failure to provide information concerning a  
42 separation from employment imposed pursuant to subsection (b) of  
43 R.S. 43:21-16.

44 (cf: P.L.2017, c.233, s.2)

**EXPLANATION** – Matter enclosed in bold-faced brackets **[thus]** in the above bill is  
not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1       2.   This act shall take effect immediately.

2

3

4

STATEMENT

5

6       This bill provides that, notwithstanding any provisions of law to  
7 the contrary, a client company of an employee leasing company, not  
8 the employee leasing company, is solely responsible for complying  
9 with the reporting requirements concerning a separation from  
10 employment, and is solely liable for any penalty for failure to  
11 provide information concerning a separation from employment.

ASSEMBLY LABOR COMMITTEE

STATEMENT TO

SENATE, No. 3773

**STATE OF NEW JERSEY**

DATED: JUNE 16, 2025

The Assembly Labor Committee reports favorably Senate Bill No. 3773.

This bill provides that, notwithstanding any provisions of law to the contrary, a client company of an employee leasing company, not the employee leasing company, is solely responsible for complying with the reporting requirements concerning a separation from employment, and is solely liable for any penalty for failure to provide information concerning a separation from employment.

As reported by the committee, Senate Bill No. 3773 is identical to Assembly Bill No. 5506, which was also reported by the committee on this date.

SENATE LABOR COMMITTEE

STATEMENT TO

SENATE, No. 3773

**STATE OF NEW JERSEY**

DATED: DECEMBER 5, 2024

The Senate Labor Committee reports favorably Senate Bill No. 3773.

This bill provides that, notwithstanding any provisions of law to the contrary, a client company of an employee leasing company, not the employee leasing company, is solely responsible for complying with the reporting requirements concerning a separation from employment, and is solely liable for any penalty for failure to provide information concerning a separation from employment.

**ASSEMBLY, No. 5506**

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**STATE OF NEW JERSEY**

**221st LEGISLATURE**

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INTRODUCED MARCH 24, 2025

**Sponsored by:**  
**Assemblyman ANTHONY S. VERRELLI**  
**District 15 (Hunterdon and Mercer)**

**SYNOPSIS**

Concerns requirements to report separations from employment under employee leasing agreements.

**CURRENT VERSION OF TEXT**

As introduced.



1 AN ACT concerning requirements to report separations from  
2 employment under employee leasing agreements and amending  
3 P.L.2011, c.118.

4  
5 **BE IT ENACTED** *by the Senate and General Assembly of the State*  
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15 covered employees with respect to the business activities of the  
16 client company, for the acts, errors or omissions of covered  
17 employees with regard to those activities, and for accurately  
18 reporting wages to the employee leasing company.

19 b. Except to the extent otherwise expressly provided by an  
20 applicable employee leasing agreement, a client company shall not  
21 be liable for the acts, errors or omissions of an employee leasing  
22 company, or of any covered employee when the covered employee  
23 is acting under the express direction and control of the employee  
24 leasing company, and an employee leasing company shall not be  
25 liable for the acts, errors, or omissions of a client company or of  
26 any covered employee when the covered employee is acting under  
27 the express direction and control of the client company.

28 c. Except to the extent otherwise expressly provided by an  
29 applicable employee leasing agreement or other employment  
30 contract, insurance contract or bond, a covered employee shall not  
31 be considered, solely as the result of being a covered employee, an  
32 employee of the employee leasing company for purposes of general  
33 liability insurance, fidelity bonds, surety bonds, employer's liability  
34 which is not covered by workers' compensation, or other liability  
35 insurance carried by the employee leasing company.

36 d. Notwithstanding any provisions of R.S.43:21-6 and  
37 R.S.43:21-16 to the contrary, a client company shall be solely  
38 responsible for complying with the reporting requirements  
39 concerning a separation from employment imposed on employers  
40 pursuant to subsection (a) of R.S. 43:21-6, and shall be solely liable  
41 for any penalty for failure to provide information concerning a  
42 separation from employment imposed pursuant to subsection (b) of  
43 R.S. 43:21-16.

44 (cf: P.L.2017, c.233, s.2)

45  
46 2. This act shall take effect immediately.

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not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

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3 This bill provides that, notwithstanding any provisions of law to  
4 the contrary, a client company of an employee leasing company, not  
5 the employee leasing company, is solely responsible for complying  
6 with the reporting requirements concerning a separation from  
7 employment, and is solely liable for any penalty for failure to  
8 provide information concerning a separation from employment.

ASSEMBLY LABOR COMMITTEE

STATEMENT TO

**ASSEMBLY, No. 5506**

**STATE OF NEW JERSEY**

DATED: JUNE 16, 2025

The Assembly Labor Committee reports favorably Assembly Bill No. 5506.

This bill provides that, notwithstanding any provisions of law to the contrary, a client company of an employee leasing company, not the employee leasing company, is solely responsible for complying with the reporting requirements concerning a separation from employment, and is solely liable for any penalty for failure to provide information concerning a separation from employment.

As reported by the committee, Assembly Bill No. 5506 is identical to Senate Bill No. 3773, which was also reported by the committee on this date.

Governor Phil Murphy

# Governor Murphy Takes Action on Legislation

Posted on - 08/21/2025

**TRENTON** – Today, Governor Murphy signed the following bills into law:

**S-3773/A-5506 (Lagana, Wimberly/Verrelli)** - Concerns requirements to report separations from employment under employee leasing agreements

**S-3944/A-5125 (Sarlo, Gopal/Calabrese, Carter)** - Provides that certain non-profit corporation alcoholic beverage theater licensees include disregarded entities of such corporations; allows certain community theaters to sell alcoholic beverages

**S-3992/A-5844 (Singleton/Lopez, Stanley, McCoy)** - Modifies capital reserve funding requirements for certain planned real estate developments

**A-3424/S-1784 (Reynolds-Jackson, Matsikoudis/McKnight, Turner)** - Establishes certain program requirements for school counselor certification; outlines role and duties of school counselor; requires professional development for school counselors; establishes position of School Counselor Liaison in DOE

**A-5792/S-4590 (Freiman, Drulis, Hutchison, Quijano/Lagana, Scutari)** - Provides for workers' compensation coverage of certain counseling services for first responders and provides that certain mental health related communications are confidential

Governor Phil Murphy

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