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NJSSA Lobby Report

November 12, 2025

Legislative Update

The Legislature Lane Duck session began last week following the Gubernatorial and Assembly elections. This session will run through mid-January. At this time, the current legislative session will end, a new Governor and Assembly will take office, and a new two-year session will begin immediately after.

Election Update

This year, all eyes were on the Garden State, as voters selected their next Governor in what was expected to be a close contest that commanded national attention – the outcome was decisive. Rep. Mikie Sherrill (D) handily defeated Ciattarelli by 13 percentage points in a contest that was called earlier than usual, with a clear winner determined only an hour and a half after the polls closed at 8:00 PM - a stark contrast to the picture painted by pollsters who had both candidates within one point leading into election day.

The four-term Congresswoman now becomes the first Democrat in over 60 years to win a third consecutive term for her party as Governor, while former Assemblyman Jack Ciattarelli (R) made his third run at the Governor's office, having come within 3.2 percentage points of defeating Phil Murphy four years ago.

Additionally, all 80 seats in the Assembly were up for election in a number of competitive districts. Despite strong political headwinds across the state, Democrats still managed to protect vulnerable incumbents and pick up a few more seats, adding to their already expanding majority.

Sherrill's victory, along with solid performances from Democrats statewide, will mean the Democratic Trifecta in Trenton will remain.

APN Independent Practice Legislation Update (S-1983/A-944): Over the past several months, the APNs and CRNAs have been working hard behind the scenes to obtain sponsors and support of this bill. We are monitoring it very closely but would not be surprised if they try to make a strong push to move it in the upcoming lame duck session. We wanted to make you aware of this effort, but also let you know that we may be people to be ready to respond, participate in meetings and come testify in Trenton if needed.

COVID-19 Executive Order Recap:

COVID-19 Executive Order Recap for CRNAs: During COVID-19, the NJ Department of Health issued an emergency order allowing CRNAs to practice without supervision. However, that health emergency order has now expired, which means CRNAs are again subject to supervision requirements under New Jersey law.

COVID-19 Executive Order Recap for APNs: Governor Murphy’s Executive Order 112 (April 1, 2020) relaxed the scope of practice rules during the public health emergency. Under this Executive Order, APNs can continue to practice independently without the prior collaborating physician agreement requirements. This Executive Order remains in effect for APNs, even though the separate CRNA-specific DOH order has expired.

Ambulatory Care Facility Assessment Changes Signed into Law: On June 30, 2025, as part of the Fiscal Year 2026 budget, Governor Phil Murphy signed into law the “Healthcare Finance Enhancement Act,” which brought significant changes to the assessment of ambulatory care facilities (ACFs). Prior to the new law, ACFs were required to pay a 2.95% assessment on gross receipts over \$300,000, with a cap on the assessment of \$350,000. Under the new law, beginning July 1, 2025, the assessment was reduced to 2.5% of gross receipts, while both the floor of \$300,000 and the cap of \$350,000 were removed. Further, while certain facilities, such as one (1) room surgical practices, were previously exempt from the assessment, these facilities will now be subject to the same assessment.

Louisa Carman Medical Debt Relief Act Requirements: The Louisa Carman Medical Debt Relief Act prohibits medical creditors and debt collectors from reporting medical debt to consumer reporting agencies for healthcare services provided on or after July 22, 2024. A medical creditor includes any healthcare provider, such as a physician, ambulatory surgery center, or hospital, to whom a patient owes a medical debt. Any attempt to collect medical debt must include a notice stating that it has not been reported to a consumer reporting agency and that any reported medical debt will be void.

Beginning July 22, 2025, the law further prohibited medical creditors and medical debt collectors from:

- (i) charging an interest rate on medical debt of more than 3% per year;
- (ii) garnishing the wages of a patient with an annual income less than 600% of the federal poverty level;
- (iii) beginning collection actions until after an additional medical bill and notice of the collection action is sent to the patient at least 30 days before initiating a collection action; and
- (iv) beginning collection actions until 120 days after the first medical bill for medical debt was sent, and the patient has been offered a “reasonable payment plan” as defined in the law.

New Jersey Department of Labor Rule Proposal to Implement the Pay and Benefits Transparency Law

The New Jersey pay and benefits transparency law went into effect on June 1, 2025. In September 2025, the Department of Labor proposed administrative regulations to implement the new law. Under the law, workers in New Jersey have the right to know the pay, benefits, and other compensation programs that an employer is offering *before* applying for a new job or transfer opportunity. The **New Jersey pay and benefits transparency law** requires employers to provide this information in postings for these types of opportunities. The Pay Transparency law also requires that employers make reasonable efforts to make current employees aware of promotional opportunities. The law covers job postings in any format, including job search websites, print advertisements, company newsletters, emails, social media, and more.

Under the law, covered employers are any person, company, corporation, firm, labor organization, or association that:

- Has 10 or more employees over 20 or more calendar weeks; *and*
- Does business, employs persons, or takes applications for employment within New Jersey.

Public employers, including the State, counties, and local government bodies, are covered under the Pay Transparency law.

Written comments on the proposal are due by November 14th, 2025. The full proposal is available [here](#).