*** § 1050. Definitions.** For purposes of this article:

1. "Employer" means any person, corporation, limited liability company, or association employing any individual in any occupation, industry, trade, business or service including the state and its political subdivisions.

2. "Employee" means any person employed for hire by an employer in any employment.

3. "Employment promissory note" means any instrument, agreement, or contract provision that requires an employee to pay the employer, or the employer's agent or assignee, a sum of money if the employee's employment relationship with a specific employer terminates before the passage of a stated period of time.

4. "Transferable credential" shall mean any degree, diploma, license, certificate, or documented evidence of skill proficiency or course completion that is widely recognized by employers in the relevant industry as a qualification for employment, independent of the employer's specific business practices, or that provides skills or qualifications that demonstrably enhance the employee's employability with other employers in the relevant industry. Notwithstanding the foregoing, a "transferable credential" shall not include:

(a) Employer-specific or non-transferable training. (i) Instruction regarding the employer's proprietary processes, proprietary systems, internal policies, proprietary software, or proprietary equipment unique to the employer, or (ii) instruction that does not qualify the employee for a new occupational title, classification, or industry-recognized credential and instead consists of skillful variations of general processes known to the relevant trade or industry.

(b) Mandated safety and compliance training. Any training required by federal, state, or local law to maintain workplace safety, including but not limited to OSHA certifications, sexual harassment prevention, or diversity training.

* NB Effective December 19, 2026