

New Jersey Earned Sick Leave Law

Know your rights!



What is the Earned Sick Leave Law?

A state law that guarantees workers a basic number of job-protected sick days to be paid by the employer. Allowable uses of earned sick leave include caring for one's own health needs & those of family. Sick leave can also be used to attend children's school-related meetings, to deal with issues related to domestic violence or sexual assault, and public health emergencies at work or school.

Who is covered?

ALL workers employed in the state of New Jersey including part-time and temp workers. **EXCEPTIONS:** Public workers who already receive sick pay, some per diem health care workers, union construction workers, & contractors.

How much sick time do I have & when can I use it?

Starting October 29, 2018, workers earn 1 hour of sick time for every 30 hours worked in New Jersey, up to at least 5 days (40 hours) in a 12 month period. Employers can provide employees with their time upfront on the first day of the benefit year. Workers are permitted to use any accrued time starting February 26, 2019 (or 120 days after starting a new job, whichever comes later).

What family members are covered?

Spouse, child, parent, grandparent, grandchild, legal ward, civil union partner, domestic partner, sibling, parent-in-law and sibling-in-law (or the sibling or parent of domestic partner or civil union partner), and individuals whose relationship is the equivalent of family. Family equivalent individuals might include a close friend, roommate, or neighbor.

You are protected.

All workers are protected against being fired, discriminated against, or punished for using or requesting earned sick time. Employers are not permitted to retaliate against workers who request or use the sick time they have earned.

The NJ Department of Labor and Workforce Development enforces the law, for more visit: nj.gov/labor/earnedsick or call 609-292-2305

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