

New Jersey Family Leave Act Expands Job Protection During Health Emergencies

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On April 14, 2020, Governor Murphy signed [bill S-2374](#), expanding New Jersey's Family Leave Act to provide family leave job-protection "during epidemic-related emergencies." The bill takes effect **retroactively** to March 25, 2020.

The new legislation provides for up to 12 weeks within a 24-month period of unpaid "family leave" for an employee to provide care to a family member necessitated by the COVID-19 pandemic, including:

- when the employee is required to provide in-home care or treatment for a child due to school or daycare closure by order of a public official.
- when, by issuance of a public health authority or recommendation of public health provider, an employee is caring for a sick or quarantined family member due to COVID-19.

S-2374 also allows an employee, when providing prior notice to their employer and making their best efforts to avoid workplace disruption (where possible), to take intermittent leave for these same reasons.

If you have any questions regarding New Jersey's Family Leave Act, contact [Tracy Armstrong](#) or any member of the Wilentz [Employment Law Team](#).

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Practice

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