

The New Jersey Family Leave Act

Employees who are covered by the New Jersey Family Leave Act (N.J.S.A.34:11B-1, et seq.) and related regulations (N.J.A.C. § 13:14-1.1., et seq.) are entitled to take up to 12 weeks of family leave in a 24-month period without losing their jobs. With some exceptions, employers must provide this type of leave when the following conditions are met:

- The EMPLOYER has at least 50 employees or is a government entity (regardless of the number of employees).
- The EMPLOYEE has worked for that employer for at least one year, and has worked at least 1,000 hours for that employer during the 12 months immediately prior to taking the leave.
- The LEAVE OF ABSENCE is being taken in connection with the birth or adoption of a child, or because of a serious health condition of a child, parent, step-parent, parent-in-law, spouse or civil union partner. (The New Jersey Family Leave Act **does not** provide leave for the employee's own health condition.)

Leave granted by the Family Leave Act is separate from any rights granted under the Temporary Disability Benefits Law or the Family Leave Insurance Law. Employees may be eligible for additional leave under the federal Family and Medical Leave Act.

The employee must give the employer notice 30 days before taking Family Leave, except when emergent circumstances require the employee to begin Family Leave sooner. In emergent circumstances, the employee should give the employer as much notice as possible.

To ensure that the employee meets the eligibility requirements, the employer may require the employee to provide a certification from a health care provider regarding the family member's serious health condition, the date of a newborn's birth or the date of placement for adoption.

For more information visit www.NJCivilRights.gov.

To report a violation, please contact one of the regional offices below:

Northern Regional Office

31 Clinton Street
Newark, NJ 07102
Phone: (973) 648-2700
Fax: (973) 648-4405

Central Regional Office

140 East Front Street
P.O. Box 090
Trenton, NJ 08625-0090
Phone: (609) 292-4605
Fax: (609) 984-3812

Southern Regional Office

5 Executive Campus
Suite 107
Cherry Hill, NJ 08034
Phone: (856) 486-4080
Fax: (856) 486-2255

South Shore Regional Office

1325 Boardwalk
Tennessee Ave. & Boardwalk
Atlantic City, NJ 08401
Phone: (609) 441-3100
Fax: (609) 441-3578

DIVISION ON
CIVIL RIGHTS



State regulations require all employers covered by the New Jersey Family Leave Act to display this official poster in places easily visible to all employees. N.J.A.C. 13:8-2.2.