



5 Things You Should Know About Job-Protected Family Leave

- 1 **The New Jersey Family Leave Act (NJFLA) is New Jersey's state family leave law** that allows eligible employees to take up to 12 weeks of job-protected leave during a 24-month period to care for a family member or someone who is the equivalent of family.
- 2 **Under the NJFLA, you generally can take leave if you** (1) work for a company or organization with 15 or more employees worldwide, or a state or local government agency; (2) have been employed by the employer for at least 3 months; and (3) have worked at least 250 hours for the employer in the past 12 months.
- 3 **If you are eligible, you can generally take up to 12 weeks of job-protected leave—as a block of up to 12 weeks or on an intermittent or reduced schedule—for one of the following reasons:**
 - To care for or bond with your child, as long as the leave begins within 1 year of the child's birth or placement with you for adoption or foster care;
 - To care for a family member, or someone who is the equivalent of family, with a serious health condition (including a diagnosis of a communicable disease) or who has been isolated or quarantined because of suspected exposure to a communicable disease during a state of emergency; or
 - To provide required care or treatment for your child during a state of emergency if their school or place of care is closed by order of a public official due to an epidemic of a communicable disease or other public health emergency.
- 4 **When you return to work, you are generally entitled to return to the same position** you held before leave, and your employer may not retaliate against you because you took or attempted to take leave under the NJFLA.
- 5 **NJFLA leave is not the same as leave under the federal Family Medical Leave Act (FMLA),** which covers leave for your own serious medical condition. If you are pregnant or just had a baby, however, you may be able to take up to 12 weeks under the FMLA if you have a pregnancy-related condition that causes a disability requiring time off from work. You then would retain the right to take an additional 12 weeks of NJFLA leave to bond with or care for your baby once you are fit to return to work or you have exhausted your FMLA leave (whichever is earlier).

To find out more or to file a complaint, go to [NJCivilRights.gov](https://njcivilrights.gov), visit the **NJFLA webpage**, review the **NJFLA Frequently Asked Questions**, or call **1.833.NJDCR4U** (833-653-2748)



NJ Office of the Attorney General
NJCivilRights.gov



The Division on Civil Rights (DCR) enforces the NJFLA, which affords job-protected leave to eligible NJ employees regardless of citizenship or immigration status.

The NJFLA protects you against retaliation. No one can retaliate against you for reporting possible NJFLA violations; filing a family leave complaint internally, with DCR, or in court; or exercising any other rights under the NJFLA.