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New Jersey Expands Family Leave Act in Response to COVID-19

New Jersey Governor Philip Murphy recently signed Senate Bill S-2374, which expands New Jersey's Family Leave Act ("NJFLA") to provide job protection for employees who take leave to care for family members "during epidemic-related emergencies" such as COVID-19.

Pursuant to S-2374, employees are entitled to twelve (12) weeks of unpaid family leave within a two-year period to provide care for a family member due the COVID-19 pandemic. The following scenarios are protected under this legislation:

- When an 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; and
- 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.

Additionally, S-2374 permits an employee to take intermittent leave for the scenarios enumerated above with prior notice to their employer. The bill is retroactive to March 25, 2020.

In this challenging and unprecedented time, the Kaufman, Dolowich & Voluck attorneys look forward to assisting employers who are grappling with complex issues in an effort to mitigate the impact of the COVID-19 pandemic on their employees and businesses. KD's Labor and Employment Law Group is continuing to monitor New Jersey directives and will provide updates accordingly. For guidance and/or more information, please contact Karol Corbin Walker, partner, at (201) 708-8245 - email kcorbinwalker@kaufmandolowich.com, or Alyssa L. Chabak, attorney, at (201) 708-8206 - email achabak@kaufmandolowich.com, experienced members from KD's Labor & Employment Law Practice Group

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