



# The New Jersey Family Leave Act (NJFLA)

entitles certain employees to take up to 12 weeks of family leave in a 24-month period without losing their jobs

## Employers generally must provide NJFLA leave if

- ▶ The EMPLOYER has at least 30 employees worldwide OR is a government entity, regardless of size;
- ▶ The EMPLOYEE has worked for that employer for at least 1 year, AND has worked at least 1,000 hours in the past 12 months; and
- ▶ The LEAVE is being taken to:
  - ▶ Care for or bond with a child within 1 year of the child's birth or placement for adoption or foster care;

*Note that the NJ Family Leave Act does not provide leave for the employee's own health condition.*

*Certain employees may be eligible for additional leave under the federal Family and Medical Leave Act.*

- ▶ Care for a family member, or someone who is the equivalent of family, who has a serious health condition, or who has been isolated or quarantined because of suspected exposure to a communicable disease (including COVID-19) during a state of emergency; or
- ▶ Provide required care or treatment for a child during a state of emergency if their school or place of care is closed due to an epidemic of a communicable disease (including COVID-19) or other public health emergency.

*Remedies may include money damages, an order to stop violating the Act, adoption of new policies and procedures, attorney's fees, and more.*

## To get more information or file a complaint, contact the **Division on Civil Rights**



**1-833-NJDCR4U**  
711 (Relay Service)

**NJCivilRights.gov**  
#CivilRightsNJ



**DIVISION ON CIVIL RIGHTS**  
@CivilRightsNJ #CivilRightsNJ #StopTheHate

**No one can retaliate against you for attempting to take or taking NJFLA leave, reporting NJFLA violations, or exercising other rights under the NJFLA**

*All entities subject to the New Jersey Family Leave Act, N.J.S.A. 34:11B-1 et seq., shall display this official poster in places easily visible to all employees and applicants for employment.*