

NJ Paid sick Leave facts sheet:
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The law goes into effect Oct 29th 2018 each employer is required to have in place a paid sick leave policy.

The policy is based on a consecutive 12month benefit year where each employee can earn up to 40 hours of paid sick time in a benefit year. The employee earns 1 hour of sick time for each 30 hours worked. There are no exemptions for part time or small employers.

Records of how an employee earned and used their hours must be kept for 5 years.

The employee can begin accruing sick leave as of October 29th and may begin using paid sick time in 120 days. A new employee begins earning sick time at the start of employment and may begin using it after 120 days.

As an alternative to the accrual method an employer may incorporate any sick leave program into a paid time off benefit. The paid time off benefit must be equal to or greater than 40 hours that the paid sick leave law requires.

In both the accrual or lump package paid benefit the employer must keep records of how the employee has used the benefit.

The legislation defined how it can be used:

- to care for the employee's own mental or physical illness, injury or other condition;
- to care for a family member's mental or physical illness, injury or other condition;
- to obtain legal services, treatment and other counseling in connection with the employee or the employee's family member being a victim of domestic or sexual violence;
- to cover time during which the employer's workplace or the employee's child's school or place of care is closed by order of public officials due to a public health concern; or
- to attend a school-related conference, meeting, function or other event requested or required by the school of an employee's child.

Whenever possible the employee should notify the employer in advance when paid sick time will be used (dr. appointment, school meetings other family member care)

It is the employer's responsibility for find replacements for a person needing the time off.
Employers can establish days that employees cannot take planned sick time.

Any unused benefit can be carried over into the next benefit year up to 40 hours. Any carried over hours can be used at any time in the new benefit year. If a pay-out is offered for any unused sick leave, the employee must work the 120 days before using any earned sick time in the new benefit year.

Additional Questions? Contact Ed Wengryn at the Farmhouse

