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Employment Law Update: Expansion of New Jersey's Family Leave Act to Cover COVID-19 Related Situations

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On April 14, 2020, New Jersey Governor Phil Murphy signed legislation (S-2374) expanding New Jersey's Family Leave Act to provide family leave job-protection "during epidemic-related emergencies." The bill takes effect retroactive to March 25, 2020.

The new legislation provides for up to 12 weeks within a 24-month period of unpaid "family leave" for an employee to provide care to a family member necessitated by the COVID-19 pandemic. Included in these leave scenarios are:(a) when the 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 (b) 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.

S-2374 also allows an employee to take intermittent leave for the scenarios outlined above with prior notice to their employer and with best efforts to avoid workplace disruption where possible.

Please contact the author of this Alert, **Jemi Gouliau Lucey** jlucey@greenbaumlaw.com | 732.476.2502 with questions. Ms. Lucey is a member of the firm's **Employment Law Practice Group**.

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