



## FACT SHEET

### New Jersey Municipal Earned Sick Days Laws

When workers get sick they need time to get well. It's just common sense. But in New Jersey, some 1.2 million workers – that's more than 1 in 3 of us – do not earn paid sick days. Many of these workers are in low-wage service jobs. They care for our children and the elderly. They prepare and serve food in our restaurants. They can't afford to stay home, even if they're sick.

With this in mind, twelve New Jersey cities have passed an earned sick day law that will provide a basic number of paid sick days that workers can take to recover from their own illness or care for a sick family member. The below details regarding the laws apply to private-sector workers in the cities of **Bloomfield, East Orange, Elizabeth, Irvington, Jersey City, Montclair, New Brunswick\***, Newark, Passaic, Paterson, Plainfield and Trenton. Details on New Brunswick's\* law can be found [www.njtimetocare.com/NBESD](http://www.njtimetocare.com/NBESD)

#### Here's how the NJ Municipal Earned Sick Days laws work:

- All private-sector workers earn one hour of sick time for every 30 hours worked.
- Workers in establishments with 10 or more employees earn 40 hours (5 days) a year of job protected, paid sick time.
- Workers in establishments with 9 or fewer employees earn 24 hours a year (3 days) of job protected, paid sick time.
- Direct service workers who are in contact with the public, such as food-service, child or elder care workers, earn five days of paid sick time per year *regardless of the business' size*.
- Allowable uses of earned sick days:
  - ✓ Care for a worker's own health needs including mental or physical illness, injury, health condition and preventative care.
  - ✓ Care for family members such as a spouse, civil union partner, domestic partner, child, legal ward, sibling, parent, grandparent, and grandchild.
  - ✓ When a worker's place of business or their child's school closes because of a public health emergency.
- Businesses already providing any type of job protected days off –paid time off, vacation or personal days – will be considered in compliance with the law, as long as the leave can be used for sick day purposes and the amount of time employees can earn is the same or better than that required by the law.
- Employers may require medical verification if a worker is absent for more than 3 days in a row.
- Workers begin earning sick time as soon as they are hired (or on the law's effective date) but will have to wait 90 calendar days until they are able to use the leave. (Effective dates vary by city.)

Everyone benefits when workers are able to balance job obligations and family needs. Giving workers earned sick days to take care of themselves and sick family members not only improves outcomes for families and children, but also increases worker morale, productivity and retention. It's a win-win for all!

Visit <http://www.njtimetocare.com/municipal> for additional materials and information.

*New Jersey Time to Care Coalition is a broad-based group of community, advocacy, union, religious, research, and academic organizations working to support policies that strengthen communities by ensuring that working families can balance their responsibilities at home and on the job.*