Know your rights: Plainfield Paid Sick Time Law

All private sector workers in Plainfield have the right to earn paid

1. What is the Plainfield Sick Time law?

Private sector workers and employees for the City of Plainfield can earn up to 40 paid sick hours each year to recover from their own physical/mental illness or injury, seek medical treatment, or care for a sick family member (spouse, civil union partner, domestic partner, child, legal ward, sibling, parent, grandparent, and grandchild).

2. How much sick time am I entitled to earn?

Plainfield workers are eligible to earn **1** hour of sick time for every **30** hours worked. Businesses with **10** or more employees are required to provide at least **40** paid sick hours a year, and those with fewer employees must provide at least **24** paid sick hours a year. Direct service workers who are in contact with the public, such as food-service, child or elder care workers, earn a minimum of **40** paid sick hours per year, regardless of the business size.

3. When can I begin using my sick time?

You began to earn paid sick time in **July 15, 2016**, or on your first day of employment, whichever came first. You may use your available paid sick time 90 days later.

4. What if I already have paid time off?

If you already get any paid leave (vacation, paid time off, etc.) that you can use as sick time to care for yourself or a family member, and it's at least the same amount you would earn under this ordinance, the law does not give you any additional paid time off.

You are protected.

You are protected against being fired or punished for using or requesting sick time. Employers are not permitted to retaliate against employees who use the sick time they are entitled to.

For more, visit the NJ Time to Care Coalition website,
http://njtimetocare.com/PlainfieldESD or email **info@njtimetocare.org**
For inquiries & complaints contact the
City of Plainfield at 908-753-3092

*Must work in the city of Plainfield for at least 80 hours in a year