New Jersey: Earned Sick Leave Law and New Jersey Family Leave Act

Description of Program and Relief

Under New Jersey's Earned Sick Leave Law, New Jersey employees accrue 1 hour of earned sick leave for every 30 hours worked, up to a maximum of 40 hours per year. Employees can use earned sick leave if their workplace or child's school or daycare is closed due to an epidemic, such as COVID-19, or if a public health authority determines the need for a quarantine. All employees are covered: full-time, part-time, temporary and seasonal.

Under New Jersey's Family Leave Act, employees eligible for family leave can to take up to a 12-week leave to care for a family member, or someone who is the equivalent of family, with a serious health condition, including a diagnosis of COVID-19.

Government or Lead Agency

New Jersey Department of Labor

Dates Available

COVID-19 guidance issued on March 16, 2020

Eligibility Requirements/Restrictions

Earned sick leave benefits do not apply if you continue to be paid by your employer during the COVID-19 emergency.

Employees are eligible for family leave if they: work for a state or local government agency or for a company with more than thirty employees worldwide, have worked at the same agency or company for more than one year, and have worked at least 1,000 hours in the past twelve months.

Application Deadlines (If Applicable)

N/A
Contact for More Information

By email: Send a message to wage.hour@dol.nj.gov.

By phone: Call 609-292-2305 between 8:30 a.m. and 4 p.m. TTY users can contact this department through NJ Relay: 7-1-1.

List of Additional Information

For COVID-19 specific guidance on family leave and earned sick leave please visit:


For general information about earned sick leave please visit:


For general information about family leave please visit: