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- **[Mandatory Paid Sick Leave Bill Signed Into Law](#)**

### **Mandatory Paid Sick Leave Bill Signed Into Law**

On May 2, 2018, Governor Murphy signed A-1827 into law. This new law requires employers to provide its New Jersey employees with one hour of paid sick leave for every 30 hours worked up to a maximum of 40 hours in a one-year period. An employee must be paid for the sick leave at the same rate as he or she is normally paid. Although employees may carry over unused sick leave to the following year, an employer is not required to allow more than 40 hours to be carried over from one year to the next.

An employee may use earned sick leave:

- during his or her own physical or mental illness or injury or a family member's physical or mental illness or injury;
- to obtain preventive medical care for himself or herself or a family member;
- to obtain assistance for a domestic violence situation that the employee or a family member is undergoing;
- during a closure of the workplace or child's school due to a public health emergency; or
- to attend a child's school-related conference, meeting, function, or other event.

The new law becomes effective on October 29, 2018. Existing employees will begin to accrue paid sick leave immediately. New employees hired after the effective date will begin accruing paid sick on the first day of employment. Employees can use their paid sick leave beginning on the 120th calendar day after starting employment.

Employers will be required to post in the workplace and provide employees with written notice of rights under the new law. A-1827 also prohibits employers from retaliating against an employee who uses or requests to use paid sick leave or files a complaint with the Department of Labor that an employer has violated the law. Notably, as part of that anti-retaliation provision, an employer is prohibited from counting earned sick leave as an absence that can lead to discipline, termination, or any other adverse action.

To discuss the new paid sick leave law or to have your company's policies reviewed for compliance with the new law, please contact one of the attorneys listed below:

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