

New Jersey Earned Sick Leave

Notice of Employee Rights

Under New Jersey's Earned Sick Leave Law, most employees have a right to accrue up to 40 hours of earned sick leave per year. Go to [www.nj.gov/dlr](#) to learn which employees are covered by the law.

New employees must receive this written notice from their employer when they begin employment, and existing employees must receive it by November 29, 2018. Employers must also post this notice in a conspicuous and accessible place at all work sites, and provide copies to employees upon request.

YOU HAVE A RIGHT TO EARNED SICK LEAVE.

Amount of Earned Sick Leave

[www.nj.gov/dlr](#)

Rate of Accrual

You accrue earned sick leave at the rate of 1 hour for every 30 hours worked, up to a maximum of 40 hours of leave

Date Accrual Begins

If you are covered by a collective bargaining agreement that was in effect on October 29, 2018, you begin to accrue earned sick leave under this law beginning on the date that the agreement expires.

Date Earned Sick Leave is Available for Use

You can begin using earned sick leave accrued under this law on February 26, 2019, or the 120th calendar day after

Advance Notice

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Documentation

Your employer can require reasonable documentation if you use earned sick leave on 3 or more consecutive work áæ •ÉÁ [iÁ [} Á&^!cæä } Ááæc^•Á•] ^&á, ^ááà^Ác@^Á^ { } | [^ Á|ÉÁV@^Á|æ, Á]: [@áàáç•Á^ { }] | [^ Á: •Á-! [{ Á: ^ ~ á: iá } *Á [~ iÁ@æ|c@Á&æ!^Á provider to specify the medical reason for your leave.

Unused Sick Leave

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You Have a Right to be Free from Retaliation for Using Earned Sick Leave

Your employer cannot retaliate against you for:

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- Filing a complaint for alleged violations of the law
- Communicating with any person, including co-workers, about any violation of the law
- Participating in an investigation regarding an alleged violation of the law, and
- Informing another person of that person's potential rights under the law.

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You Have a Right to File a Complaint

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or by calling 609-292-2305 between the hours of 8:30 a.m. and 4:30 p.m., Monday through Friday.

Keep a copy of this notice and all documents that show your amount of sick leave accrual and usage.

You have a right to be given this notice in English and, if available, your primary language.

For more information visit the website of the Department of Labor and Workforce Development:

Enforced by: NJ Department of Labor and Workforce Development
Division of Wage and Hour Compliance, PO Box 389, Trenton, NJ 08625-0389 • 609-292-2305

This and other required employer posters are available free online at nj.gov/labor, or from the U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, DC 20503 • 1-800-768-6768

If you need this document in Braille or large print, call 609-292-2305. TTY users can contact 609-292-2305.

