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FOR IMMEDIATE RELEASE

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TRENTON – Beginning July 17, 2026, changes to New Jersey law will expand job-protected leave for many workers across the state. The New Jersey Division on Civil Rights (DCR) and Department of Labor and Workforce Development (NJDOL) are providing updated guidance to help workers and employers understand the new requirements before they take effect.

Changes to state law significantly expand job-protected leave by extending protections to workers receiving benefits through New Jersey's Temporary Disability Insurance (TDI) and Family Leave Insurance (FLI) programs, when their leave is not already covered under the New Jersey Family Leave Act (NJFLA) or the federal Family and Medical Leave Act (FMLA).

The law also broadens eligibility under the New Jersey Family Leave Act, lowering employer size and employee work history requirements so more workers can take protected leave to bond with a new child or care for a family member with a serious health condition.

“In the midst of the affordability crisis, it’s more important than ever that we’re able to offer greater protections to New Jerseyans facing a spouse or relative’s medical crisis,” **said Attorney General Jennifer Davenport**. “The changes announced today offer workers greater reassurance that caring for loved ones doesn’t have to mean risking unemployment.”

"No one should have to choose between caring for themselves or a loved one and keeping their job," **said Acting Labor Commissioner Kevin D. Jarvis**. "These changes strengthen one of New Jersey's most important worker protections by ensuring more people can take the time they need with the confidence that their job will be there when they return."

Among the most significant changes taking effect:

- Workers receiving Temporary Disability Insurance or Family Leave Insurance benefits will now have job protection during their leave if they are not already covered by NJFLA or FMLA.
- There are no minimum employer size or length-of-employment requirements for TDI and FLI benefits. Eligibility for TDI and FLI benefits is based on recent earnings.
- The expanded protections will particularly benefit employees of small businesses, newer employees, many part-time workers, and individuals receiving benefits related to domestic or sexual violence.

The law also expands eligibility for the New Jersey Family Leave Act by:

- Reducing the employer coverage threshold from 30 employees to 15 employees worldwide, or government agencies of any size.
- Lowering the employment requirement from 12 months to 3 months.
- Reducing the hours-worked requirement from 1,000 hours to 250 hours during the previous 12 months.

Workers who qualify under NJFLA remain eligible for up to 12 weeks of job-protected leave within a 24-month period to bond with a new child or care for a family member with a serious health condition, with the right to return to the same or an equivalent position.

The changes do not affect eligibility for cash benefits under Temporary Disability Insurance or Family Leave Insurance. Benefit eligibility continues to be based on recent earnings under existing law. Likewise, the federal Family and Medical Leave Act remains unchanged.

The New Jersey Department of Labor and Workforce Development will continue to provide updated guidance on the new law.

For additional information about job-protected leave and paid leave benefits on changes to the law, visit <https://nj.gov/labor/myleavebenefits/worker/job-protection-information/more-protections.shtml>

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