

Department of Labor and Workforce Development

Division of Temporary Disability and Family Leave Insurance

[Home](#) / [Information for Workers](#) / Job Protection Information

Job protection information

Having your job protected during your leave is separate from getting paid. Our pages on [Temporary Disability and Family Leave Insurance](#) discuss paid leave benefits.

State and federal job protection laws

While on leave, your job may be protected under state or federal law, or both.

State law - New Jersey Family Leave Act (NJFLA)

Provides eligible employees of covered employers up to 12 weeks of job-protected leave in a 24-month period to care for a loved one or bond with a new child.

For more information visit the [New Jersey Division on Civil Right's NJFLA page](#)

Federal law - Family and Medical Leave Act (FMLA)

Provides eligible employees of covered employers up to 12 weeks of unpaid, job-protected leave in a 12-month period for specified family and medical reasons. This includes pregnancy and childbirth recovery.

For more information visit the [US Department of Labor's page](#)

Check if you're covered

[Visit the job protection coverage checker](#)

Other protections

Job protection for domestic and sexual violence

New Jersey Security and Financial Empowerment Act (SAFE) provides up to 20 days of unpaid, job protected leave in a 12-month period to handle matters related to sexual and domestic violence.

For more information on the NJ SAFE Act see the [workplace poster](#)

Protection against retaliation

Your employer can't retaliate against you for taking or seeking to take cash benefits under TDI/FLI. If they do, you have the right to take private legal action.

For more information visit our page on [retaliation](#)