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# COVID-19 Worker Benefits and Protections



New Jersey has among the most comprehensive [Temporary Disability, Family Leave Insurance](#), and [Earned Sick Leave](#) laws in the country, which cover all types of workers – full-time, part-time, temporary and seasonal.

Federal laws that expanded [Unemployment](#)

[Insurance benefits](#) to more workers expired September 4, 2021. Learn about extended benefits [here](#).

In addition, employees may be entitled to job-protected leave under the [New Jersey Family Leave Act](#) (NJFLA) and/or the federal [Family and Medical Leave Act](#) (FMLA).

## Keep in mind:

- Employers pay NJ Earned Sick Leave and may pay federal sick/childcare leave. Unemployment, Temporary Disability and Family Leave Insurance benefits require an application to the New Jersey Department of Labor. You cannot receive pay or benefits from more than one program/law at the same time.
- The New Jersey Division on Civil Rights enforces the NJ Family Leave Act and U.S. Department of Labor enforces the Family and Medical Leave Act (FMLA).
  - See [NJCivilRights.gov](#) for more information about NJFLA or to file a complaint.
  - See [DOL.gov](#) for more information about the FMLA.
- These laws and programs can be confusing. Please refer to the information below, and our [FAQs](#) to help understand your rights and use the program that best fits your situation – applying for the wrong program could cause delays.
- Each state benefit or protection has its own eligibility criteria. Cases are examined on an individual basis, and eligibility is determined in accordance with the law.

Some employers have more generous policies than state and federal benefits and protections. Consider speaking with your employer about available alternatives such as paid time off, working remotely, taking a leave of absence, and other flexible work options.

- (NEW) A person who is getting the COVID-19 vaccine and/or recovering from side effects
- A person who has COVID-19, or symptoms of COVID-19
- A person who was exposed to coronavirus during the course of their work and now has been told to self-quarantine by a healthcare provider or public health authority
- A person who is unable to work due to COVID-19 or another public health emergency because: their child's school or daycare was ordered closed by a public official; their child has mandatory remote learning; or they have no childcare
- A person who is out of work because their employer voluntarily closed (temporarily or otherwise) because of COVID-19

## Vaccine, COVID-19, & Job Worries?

**WORKING & COVID-19**  
Top 5 Things to Know in NJ

- You can use your NJ Earned Sick Leave to take off your COVID-19 vaccine and recover from side effects. Learn more at: [nj.gov/earnedsickleave](#)
- If you need time off from work to quarantine or care for a loved one you could be eligible for benefits. Learn more at: [nj.gov/absencesandbenefits](#)
- Your employer can't discriminate against you for having COVID-19. Learn more about the NJ Law Against Discrimination: [nj.gov/lawagainstdiscrimination](#)
- Get information about COVID-19 vaccine, testing, and medical safety at work. [nj.gov/covid19](#)
- View job openings, take our civil rights exam, and receive one-to-one career support. [nj.gov/careersupport](#)

**COVID-19 Y EL TRABAJO**  
Cinco hechos importantes para los trabajadores de New Jersey

- Puede utilizar su licencia por enfermedad pagada de NJ para vacunarse contra el COVID-19 y recuperarse de los efectos secundarios. [nj.gov/earnedsickleave](#)
- Si necesita tiempo libre del trabajo para cuidar a un ser querido o cuidarlo a usted mismo, puede ser elegible para recibir beneficios. [nj.gov/absencesandbenefits](#)
- Si su empleador no puede discriminar por tener COVID-19. Para saber más acerca de la Ley de Discriminación: [nj.gov/lawagainstdiscrimination](#)
- Obtenga más información sobre el COVID-19, las pruebas, la seguridad médica y la seguridad en el trabajo. [nj.gov/covid19](#)
- Ver las ofertas de empleo, tomar el examen de derechos civiles, y recibir apoyo uno a uno en tu carrera. [nj.gov/careersupport](#)

## Information in English

Top 5 Things to Know in NJ

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## Información en español

Cinco hechos importantes para los trabajadores de New Jersey

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## Additional information and resources

- [Frequently asked questions during the coronavirus emergency](#)
- [Fact Sheet: 5 Things You Should Know About Civil Rights and COVID-19](#)
- [Additional Resources & Support](#)
- [Civil Rights and COVID-19: Frequently Asked Questions](#)
- [COVID-19 FAQ from the NJ Department of Health](#)
- [COVID-19 guidance from the CDC](#)
- [Support and assistance for businesses](#)
- [Additional resources during the pandemic](#)
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6. A person who is unable to work because their place of business was ordered closed by a public official for a public health reason

7. A person who refuses to go to work because although their place of business was ordered closed by a public official for a public health reason, *it remains open in defiance of that directive*

8. A person who is losing hours because of a reduction in force related to COVID-19

9. A person who is advised by a healthcare provider or public health authority to quarantine, for example an individual who is immunocompromised

10. A person who has to care for a relative or loved one with coronavirus or symptoms of COVID-19

11. A worker who has used all their 26 weeks of regular unemployment benefits, or who was on federal extended benefits that expired September 4, 2021 and remains unemployed

## Department of Labor and Workforce Development

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Department of Labor

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