



# MATTHEW J. PLATKIN

---

## *Attorney General*



---

### New Jersey Family Leave Act



Sundeep Iyer, Director



Translate »



# MATTHEW J. PLATKIN

## *Attorney General*



### New Jersey Family Leave Act (NJFLA)



Under the [New Jersey Family Leave Act](#), a person who works for a state or local government agency, or a company or organization with 30 or more employees worldwide, and who has been employed by the company for at least 1 year and has worked at least 1,000 hours in the past 12 months, can generally take up to 12 weeks of job-protected leave during a 24-month period:

- To care for or bond with a child, as long as the leave begins within 1 year of the child’s birth or placement for adoption or foster care;
- To care for a family member, or someone who is the equivalent of family, who has a serious health condition (including a diagnosis of COVID-19);
- To care for a family member, or someone who is the equivalent of family, who has been isolated or quarantined because of suspected exposure to a communicable disease (including COVID-19) during a state of emergency; or

[Translate »](#)



# MATTHEW J. PLATKIN

## *Attorney General*



DCR.

Visit [www.myleavebenefits.nj.gov/fli](http://www.myleavebenefits.nj.gov/fli) to learn about New Jersey's Family Leave Insurance (NJFLI) program, which provides cash benefits when workers need to care for a loved one or bond with a new child. New Jersey Department of Labor and Workforce Development (NJDOL) administers this program.

Visit [www.myleavebenefits.nj.gov/tdi](http://www.myleavebenefits.nj.gov/tdi) to learn about New Jersey's Disability Insurance (TDI) program, which provides cash benefits for one's own physical or mental health condition. New Jersey Department of Labor and Workforce Development (NJDOL) administers this program.

Visit [www.dol.gov/agencies/whd/fmla](http://www.dol.gov/agencies/whd/fmla) to learn about the federal Family and Medical Leave Act (FMLA), which provides job protection for one's own health condition. FMLA is enforced by the United States Department of Labor.

## Additional Resources

- NJFLA [Law](#)
- NJFLA [Regulations \(beginning at N.J.A.C. 13:14-1.1\)](#)
- NJFLA FAQ: [Online](#) | [PDF](#)
- NJFLA Fact Sheet:  
[English](#) | [Arabic](#) | [Brazilian Portuguese](#) | [Chinese \(Simplified\)](#) | [Chinese \(Traditional\)](#) | [Gujarati](#) |  
[Haitian Creole](#) | [Korean](#) | [Polish](#) | [Russian](#) | [Spanish](#)

## Relevant Press Releases

Translate »



# MATTHEW J. PLATKIN

## *Attorney General*



employees who requested leave to bond with their newborn children.

### March 2022 | Acting AG Platkin Announces \$195,000 Settlement in Division on Civil Rights Case Alleging Denial of Family Leave and Breastfeeding Rights

DCR has obtained a \$195,000 settlement on behalf of a former corporate marketing director who alleged she was retaliated against – and ultimately fired – for taking pregnancy-related family leave time available to her under State law and seeking a reasonable accommodation related to breastfeeding.

### October 2021 | DCR Adopts New Rules Containing Expanded FLA Protections for Workers and Their Families

DCR has adopted amendments to its rules under the New Jersey Family Leave Act (NJFLA), including amendments based on a law signed by Governor Murphy to expand protections for family leave related to COVID-19. The amendments promote the health and safety of New Jersey workers and their families by allowing more employees to take family leave for more reasons than ever before without fear of job loss—including for reasons related to a public health epidemic such as COVID-19. Under the rules, eligible employees are generally entitled to return to the same positions they held prior to taking family leave.



# MATTHEW J. PLATKIN

---

## *Attorney General*



[DCR Home](#)

[Contact DCR](#)

[About DCR](#)

[File a Civil Rights Complaint](#)

[Resources](#)

[Know the Law](#)

[Employment](#)

[New Jersey Family Leave Act](#)

Translate »



# MATTHEW J. PLATKIN

---

## *Attorney General*



OF THE ATTORNEY GENERAL

Translate »



# MATTHEW J. PLATKIN

---

## *Attorney General*



### News

Media Library

Division, Office, and Commission Seals

Year in Review

### CONTACT

File a Complaint

AG Event Request Form

Public Records Request

Constituent Services

### ATTORNEY GENERAL'S PRIORITIES

Racial Justice

Combating Gun Violence

Police-Community Relations

Protecting New Jersey in Court

### ONGOING PROGRAMS

Attorney General's Advocacy Institute

Translate »



# MATTHEW J. PLATKIN

---

## *Attorney General*



Immigrants Rights

Youth Justice

Officer Resiliency

Policing Initiative

Public Integrity

Sexual Assault Victims

Sports Wagering

Statewide Veterans Diversion Program

Strengthening Community Trust

Use of Force Policy

### RESOURCES

AG Directives

AG Guidelines

AG Opinions

Grant Opportunities

Licenses & Permits

Outside Counsel

Victim Services

Translate »



# MATTHEW J. PLATKIN

---

## *Attorney General*



Translate »