

# New Jersey Earned Sick Leave Law: FAQs

## What is the NJ Earned Sick Leave Law?

On May 2, 2018, Governor Phil Murphy signed the New Jersey Earned Sick Leave Law. The law, which applies to nearly all employers and employees in New Jersey, guarantees that almost every person employed in New Jersey will earn paid sick leave. You can view the NJ Earned Sick Leave Law here: [nj.gov/labor/wagehour/lawregs/nj\\_state\\_wage\\_and\\_hour\\_laws\\_and\\_regulations.html#11D1](http://nj.gov/labor/wagehour/lawregs/nj_state_wage_and_hour_laws_and_regulations.html#11D1)

## When did the NJ Earned Sick Leave Law go into effect?

The law went into effect October 29, 2018.

## How is sick leave earned?

An employee earns sick leave at a rate of one hour earned for every 30 hours worked, per employer, per benefit year. Public Partnerships will record and display hours worked, sick leave earned, and sick leave used.

## What is a benefit year?

A benefit year is the calendar year from January 1 to December 31 of any given year.

## How much sick leave can an employee earn?

The maximum sick leave an employee can earn in a benefit year is 40 hours per employer.

## Can an employee carry over earned sick leave from one benefit year to the next?

Yes. An employee can carry up to 40 hours of sick leave earned in a benefit year into the next benefit year.

## How much sick leave can an employee use?

An employee can use up to 80 hours of earned sick leave, per employer, per benefit year, in 15-minute increments.

## Can an employee earn sick leave if he/she works less than 30 hours per week?

Yes. An employee earns one hour of sick leave after he/she has worked 30 hours, even if he/she works those 30 hours over multiple weeks. For example, an employee working 15 hours per week will earn one hour of sick leave after working for two weeks.

## If an employee already worked this year, can he/she use sick leave now?

No. An employee cleared to work who began providing authorized, reimbursable services before October 29 will begin to earn sick leave as of October 29 (the effective date of the law). An employee is not eligible to begin using earned sick leave until **120 days after the date he/she begins to earn it**. Therefore, the earliest date any employee can use earned sick leave will be February 26, 2019.

An employee cleared to work who began providing authorized, reimbursable services on or after October 29 will begin to earn sick leave the first-day services begin. An employee is not eligible to begin using earned sick leave until 120 days after the date he/she begins to earn it.

### **How will an employee know how much sick leave is earned?**

Public Partnerships will maintain a record of hours worked, sick leave earned, and sick leave used by each employee. Authorized users will have access after February 2019 to the BetterOnline™ sick leave record, which will display hours worked, sick leave earned, and sick leave used in 15-minute increments.

### **Can an employee be paid for unused sick leave at the end of the benefit year?**

No. The option to be paid for unused sick leave at the end of the benefit year is not available in New Jersey's self-directed programs through Public Partnerships.

### **Who can I contact to get more information about this?**

Below you will find Public Partnerships Customer Service contact information for each New Jersey program.

#### **Division of Aging Services (DoAS) – Jersey Assistance for Community Caregiving (JACC)**

- Contact the individual's JACC, Care Manager
- Customer Service for DoAS/JACC: 1-866-239-2778 (English: Press #1; Spanish: Press #2)
- Customer Service for DoAS/JACC: CS-NJJACC@pplfirst.com

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JACC Program: 1-866-239-2778.

PPP Program: 1-844-880-8702 (English) 1 - 844-880-8703 (Spanish)

DDD Program: 1-844-842-5891 (English), 1-844-842-5892 (Spanish)