

Subject: Recommendation on Implementation of Enhanced NJ Work-Leave Benefits

Date: Approved by the University Senate – May 15, 2019

The University Senate recommends that the University fully implement the provisions of Assembly Bill 3975 effective immediately, instead of waiting until July 2020 to implement the enhanced benefits.

Background and Rationale

Assembly Bill 3975 “Revises laws concerning family leave, temporary disability and family temporary disability leave, and domestic or sexual violence safety leave” by, among other things, enhancing the paid-leave benefits available under the law. After passage by the NJ Legislature, the Bill was signed into law by the Governor of NJ on February 19, 2019. (See <https://www.njleg.state.nj.us/bills/BillView.asp?BillNumber=A3975>.)

The enhanced benefits, and other provisions of the Law, help newborns to receive the care that they need from parents and grandparents without harming the economic security of their household.

NJ taxpayers have been funding the benefits provided by the Law since January 1, 2019. However, under the Law, enhanced benefits are not available to NJ workers until July 2020. A delay in implementation of the enhanced benefits leaves some current employees without the protections or benefits of the law, because they are currently seeking family leave, temporary disability, family temporary disability leave, and/or domestic-sexual-violence safety leave before law goes fully into effect.