

NJ S-785

Below are the some of the troubling requirements of S-785 (Weinberg):

- ❑ Under this bill, full and part time employees will accrue one (1) hour of leave for every 30 hours worked.
- ❑ Employers will need to track hours worked for sick leave accrual and usage of accrual hours.
- ❑ The employer shall not be required to permit the employee to accrue at any one time, or carry forward from one year to the next, more than 40 hours of earned sick leave if the employer is a small employer, or more than 72 hours of earned sick leave if the employer is not a small employer.
- ❑ Employees would be allowed to carry forward up to 5 days for companies that employ less than 10 employees, or 9 days of leave for companies that employ 10 or more.
- ❑ Employees can take time off to care for a sick spouse, parent, child, grandchild, domestic or civil union partner; AND the sibling of a spouse, domestic or civil union partner.
- ❑ Employers who require documentation must pay the expenses of the employee to obtain such documentation; with no limits on cost nor definition of acceptable expenses (does it include any cost imposed by a doctor or health care professional, gas, tolls, airfare?).
- ❑ Employers will not be permitted to disallow donation of unused sick time to other employees.
- ❑ Employees of temporary help services firms will be included in the employee count, even though they are not employees of the company.
- ❑ No employer shall count earned sick leave taken under this act as an absence that may result in the employee being subject to discipline, discharge, demotion, suspension, a loss or reduction of pay, or any other adverse action.
- ❑ Employers shall retain records documenting hours worked by employees and earned sick leave taken by employees, for a period of five years.