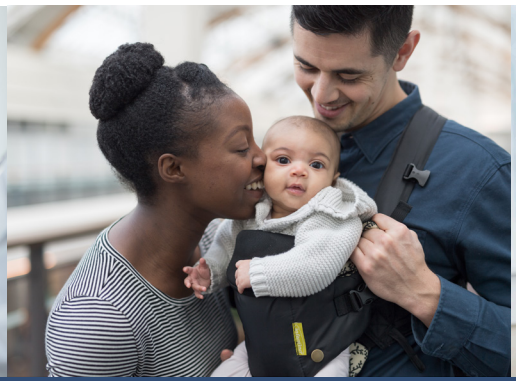

5 Things You Should Know About Job-Protected Family Leave

1. **Under the New Jersey Family Leave Act (NJFLA)**, if you work for a state or local government agency, or a company or organization with 30 or more employees worldwide, and you have been employed by the company for at least 1 year (and have worked at least 1,000 hours in the past 12 months), you generally can take up to 12 weeks of job-protected leave during any 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, with a serious health condition (including a diagnosis of COVID-19), or who has been isolated or quarantined because of suspected exposure to a communicable disease (including COVID-19) during a state of emergency; or
   - To provide required care or treatment for a child during a state of emergency if their school or place of care is closed by order of a public official due to an epidemic of a communicable disease (including COVID-19) or other public health emergency.
2. **You can take a consecutive block of up to 12 weeks** of leave or you can take leave on an intermittent or reduced schedule.
3. **NJFLA leave is not the same as the Federal Family Medical Leave Act (FMLA)**, so you will not use up NJFLA leave while taking leave for your own serious medical condition under the FMLA. In some situations, you therefore may be entitled to take up to 12 weeks of FMLA leave for your own condition and 12 weeks of NJFLA leave to care for a family member, in a single 12-month period.
4. **If you are pregnant or just had a baby, you can take up to 12 weeks** for pregnancy and recovery from childbirth under the FMLA, and you can then take an additional 12 weeks of NJFLA leave to bond with or care for your baby after your doctor certifies you are fit to return to work or you have exhausted your FMLA leave (whichever is earlier). Any parent may take leave under the NJFLA to bond with or care for a newborn or a child just placed for adoption or foster care.
5. **When you return to work, you are generally entitled to return to the same position** you held before leave, and your employer may not retaliate against you because you took or attempted to take leave under the NJFLA.

To find out more or to file a complaint, go to **NJCivilRights.gov** or call **973-648-2700**

NJ Office of the Attorney General
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