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## New Jersey Latest to Pass Paid Sick Time Law

**P**aid sick time for all employees continues to be the trend across the nation, with New Jersey the latest to mandate that private employers provide paid sick time. Signed by the governor today and effective Oct. 29, New Jersey's new law (<https://www.stradley.com/~media/Files/Publications/2018/05/NJ%20A1827%20Mar%2026%202018%20pdf.pdf>) will afford most New Jersey employees up to 40 hours of paid sick time per benefit year.

Under the new law, employees may use sick time not only for absences due to illness of the employee or a family member, but also for absences to seek preventative care or as a result of certain public health concerns, a child's education-related meetings, and consequences of sexual or domestic violence. Even employers with existing paid time off policies may need to revise their policies to satisfy the new law's unique accrual, carry over, buyback, and usage provisions. The law does exempt a few narrow categories of employees, including per diem health care workers and certain collective bargaining employees.

It is expected that FAQ's and other guidance will be issued by the state in the coming months. However, employers should consult with human resources or legal advisers now to determine how the new sick time law will impact their organization and to prepare for any necessary policy changes.



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