The New Jersey Family Leave Act (NJFLA) requires certain employers to take up to 12 weeks of family leave in a 24-month period without losing their jobs. Employers must provide family leave to eligible employees as follows:

1. Eligibility: Employers with 1 or more employees who have worked for the employer for at least 6 months must provide family leave for eligible employees. Eligible employees must have worked for the employer for at least 1,200 hours during the 12-month period immediately preceding the date of the family leave.

2. Duration: Family leave must be provided for a period of up to 12 weeks in a 24-month period, as provided by the following:
   a. 6 weeks of family leave for the care of a family member with a serious health condition;
   b. 6 weeks of family leave to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, by domestic or sexual violence to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner;
   c. 6 weeks of family leave to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, for the birth of the employee's child or the adoption, foster care placement, or guardianship of the child of the employee who is the child's parent or another individual who is a legal parent of the child;
   d. 6 weeks of family leave to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, for the care of a child who is a newborn or adopted child, foster care placement, or guardianship of the child of the employee who is the child's parent or another individual who is a legal parent of the child when the child is under the age of 18;
   e. 6 weeks of family leave to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, for the care of a family member who is a veteran who is in need of care because of a service-connected disability;
   f. 6 weeks of family leave to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, for the care of a family member who is in the military and is a veteran who is in need of care because of a service-connected disability;
   g. 6 weeks of family leave to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, for the care of a family member who is a veteran who is in need of care because of a service-connected disability who was not married to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner.

3. Voluntary Leave: Employers may elect to provide family leave for up to 12 weeks in a 24-month period, as provided by the following:
   a. 6 weeks of family leave for the care of a family member with a serious health condition;
   b. 6 weeks of family leave to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, by domestic or sexual violence to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner;
   c. 6 weeks of family leave to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, for the birth of the employee's child or the adoption, foster care placement, or guardianship of the child of the employee who is the child's parent or another individual who is a legal parent of the child;
   d. 6 weeks of family leave to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, for the care of a child who is a newborn or adopted child, foster care placement, or guardianship of the child of the employee who is the child's parent or another individual who is a legal parent of the child when the child is under the age of 18;
   e. 6 weeks of family leave to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, for the care of a family member who is a veteran who is in need of care because of a service-connected disability;
   f. 6 weeks of family leave to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, for the care of a family member who is in the military and is a veteran who is in need of care because of a service-connected disability;
   g. 6 weeks of family leave to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, for the care of a family member who is a veteran who is in need of care because of a service-connected disability who was not married to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner.

To get more information or to file a complaint, contact the Division of Civil Rights at 1-833-NJ-CIV-RIGHTS (1-833-652-4478) or online at NJCivilRights.gov.