

New Brunswick

Paid Sick/Safe Time



Effective January 6, 2016 certain New Brunswick-based employers are required to provide sick and safe leave time to employees who work in New Brunswick.

Employees who work in New Brunswick for eligible employers are entitled to paid time off for sick time or safe time related to a domestic violence issue. Eligible employees include full-time and part-time employees, as well as employees of a New Brunswick-based temporary help service firm (THSF) who physically work at a location in the City of New Brunswick or are transported from New Brunswick to the workplace by the THSF.

Paid sick and safe time may be used for:

- Physical illness, injury, health condition or preventative care of the employee, their partner or family member;
- Closure of the employee’s business or their child’s school or place of care by order of a public official due to a public health emergency;
- Care of a family member when health authorities have determined the family member’s presence in the community would jeopardize the health of others;
- Reasons related to domestic violence, sexual assault or stalking

Full Time Employees (35+ hours/ week)			Part Time Employees (20-35 hours/week)	
Business Size	Accrual	Use	Accrual	Use
Less than 5 Full Time Equivalent (FTE) employees	Not Covered		Not Covered	
5-9 employees, at least 5 FTE	1 hr for every 35 hrs worked	Up to 24 hrs in calendar year	1 hr for every 35 hrs worked	Up to 24 hrs in calendar year
10 or more employees, at least 5 FTE	1 hr for every 35 hrs worked	Up to 40 hrs in calendar year	1 hr for every 35 hrs worked	Up to 24 hrs in calendar year

Complaints about compliance with the Ordinance may be filed at: Department of Planning, Community & Economic Development, 25 Kirkpatrick Street, New Brunswick, NJ 08901 Phone 732.745.5050
Email: paidsickleave@cityofnewbrunswick.org

For additional information, contact the Department at 732.745.5050 or paidsickleave@cityofnewbrunswick.org