

ASSEMBLY LABOR COMMITTEE

STATEMENT TO

ASSEMBLY, No. 5060

STATE OF NEW JERSEY

DATED: MARCH 23, 2023

The Assembly Labor Committee reports favorably Assembly Bill No. 5060.

This bill expands the scope of allowable uses of sick leave for school district employees.

Under current law, sick leave for a school district employee may be used due to personal disability due to illness or injury, or because an employee has been excluded from school by the school district's medical authorities on account of a contagious disease or of being quarantined for such a disease in the employee's immediate household. This bill amends current law to allow school district employees to use sick leave for the following reasons: for the care of a seriously ill member of the employee's immediate family including, but not limited to, parent or guardian, spouse or domestic partner, sibling, and child, for a reasonable period of time; for the diagnosis, care, or treatment of, or recovery from, a mental or physical illness, injury, or other adverse health condition, or for preventative medical care; to aid or care for a family member of the employee during diagnosis, care, or treatment of the family member's mental health, physical illness, injury, or other adverse health condition; due to circumstances relating to domestic or sexual violence; for seven days because of a death in the employee's immediate family; to attend a school-related conference, meeting, function, or other event for a child; or in connection with a closure of the school or place of care of a child of the employee. This bill provides that its provisions do not supersede any collective bargaining rights.

Additionally, current law allows a board of education to require a physician's certificate to be filed with the secretary of the board of education in order to obtain sick leave. This bill amends this law to allow a board of education to require a physician's certificate to be filed with the secretary of the board of education in order to obtain sick leave only when sick leave is used for personal injury or illness. Finally, the bill provides various conditions for when a board of education may request advance notice or reasonable documentation for use of sick leave.