

SENATE LABOR COMMITTEE

STATEMENT TO

SENATE, No. 2046

with committee amendments

STATE OF NEW JERSEY

DATED: OCTOBER 1, 2026

The Senate Labor Committee reports favorably and with committee amendments Senate Bill No. 2046.

As amended, this bill provides that an employee may take family leave granted by the New Jersey “Family Leave Act” to grieve the loss of a child due to the death of the child, or miscarriage, stillbirth, or termination of a pregnancy for medical reasons.

The bill provides that nothing in the bill increases the maximum amount of leave provided by the “Family Leave Act.”

This bill allows an employee to take family temporary disability leave benefits granted by the “Temporary Disability Benefits Law” to bereave the loss of a child due to the death of the child, or miscarriage, stillbirth, or termination of a pregnancy for medical reasons, if the individual, or the spouse, domestic partner, or civil union partner of the individual, is a parent of the child, including a parent of the child pursuant to a valid gestational carrier agreement.

The bill provides that any benefits paid under the bill are payable through family temporary disability leave in accordance with P.L.2008, c.17, and provides that nothing in the bill increases the maximum benefits available under family temporary disability leave.

The bill limits leave and benefits for bereavement purposes, depending on the circumstances, for not more than 21 days immediately following the date of the event which is the reason for the bereavement.

This bill was prefiled for introduction in the 2026-2027 session pending technical review. As reported, the bill includes the changes required by technical review, which has been performed.

COMMITTEE AMENDMENTS:

The committee amended the bill to:

(1) remove provisions for leave and benefits for bereavement following an unsuccessful adoption that had been pending and planned by the employee and for bereavement following an unsuccessful fertility treatment, including, but not limited to, intrauterine insemination and assisted reproductive technology;

(2) remove the seven-day limit for bereavement leave and benefits and provide bereavement leave and benefits for not more than 21 days,

regardless of whether they would otherwise qualify for leave or benefits related to the circumstance which is the reason for the bereavement;

(3) remove a reference to an individual who is a biological parent of a child; and

(4) make technical changes to correct an internal citation and update existing statutory law.