

ASSEMBLY HOMELAND SECURITY AND STATE
PREPAREDNESS COMMITTEE

STATEMENT TO

ASSEMBLY, No. 3848

STATE OF NEW JERSEY

DATED: MARCH 16, 2020

The Assembly Homeland Security and State Preparedness Committee reports favorably Assembly Bill No. 3848.

As reported by the committee, Assembly Bill No. 3848 prohibits an employer, during the Public Health Emergency and State of Emergency declared by the Governor in Executive Order 103 of 2020 concerning the coronavirus disease 2019 pandemic, from terminating or refusing to reinstate an employee if the employee requests or takes time off from work based on a written or electronically transmitted recommendation from a medical professional licensed in New Jersey that the employee take time off work for a specified period of time because the employee has, or is likely to have, an infectious disease which may infect others at the employee's workplace.

The bill provides that if an employer violates the provisions of the bill, the affected employee may file a complaint with the Commissioner of Labor and Workforce Development or initiate a court action. If the employer is found to be in violation, the commissioner or the court is required to order the reinstatement of the employee and fine the employer \$2,500 for each violation.