

ASSEMBLY, No. 4986

STATE OF NEW JERSEY

219th LEGISLATURE

INTRODUCED NOVEMBER 16, 2020

Sponsored by:

Assemblywoman GABRIELA M. MOSQUERA

District 4 (Camden and Gloucester)

Assemblywoman VALERIE VAINIERI HUTTLE

District 37 (Bergen)

Assemblyman GORDON M. JOHNSON

District 37 (Bergen)

SYNOPSIS

Requires adoption of policy addressing job-related issues of pregnant firefighters.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 11/19/2020)

1 AN ACT requiring adoption of policy addressing job-related issues
2 of pregnant firefighters and supplementing Title 40A of the New
3 Jersey Statutes.

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5 BE IT ENACTED by the Senate and General Assembly of the State
6 of New Jersey:

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8 1. Not later than 180 days after the effective date of
9 P.L. ,c. (C.) (pending before the Legislature as this bill), a
10 paid or part-paid fire department or force shall adopt, and review
11 and update, if needed, at least annually, a policy that addresses the
12 job-related issues of any pregnant member of that department or
13 force, including, but not limited to, disclosure of a pregnancy,
14 issuance of a medical certificate by the member's physician in
15 regard to any limitations on job-related duties, and the availability
16 of any light-duty or non-hazardous assignments. The policy shall
17 also provide that a pregnant firefighter will be given information as
18 to when certain job-related tasks may not be appropriate for the
19 member, the use of leave time for pregnancy, and the continuation
20 of employee benefits. In creating this policy the department or
21 force shall be guided by the standards of the National Fire
22 Protection Association, or of another such professional
23 organization, that apply to the job-related issues affecting pregnant
24 firefighters.

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26 2. This act shall take effect immediately.

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29 STATEMENT

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31 This bill provides that within 180 days after the bill's effective
32 date a paid or part-paid fire department or force will adopt, and
33 review and update, if needed, at least annually, a policy that
34 addresses the job-related issues of any pregnant member of that
35 department or force. These include, but not limited to, disclosure of
36 a pregnancy, issuance of a medical certificate by the member's
37 physician in regard to any limitations on job-related duties, and the
38 availability of any light-duty or non-hazardous assignments. The
39 policy will also provide that a pregnant firefighter will be given
40 information as to when certain job-related tasks may not be
41 appropriate for the member; the use of leave time for pregnancy,
42 and the continuation of employee benefits.

43 In creating this policy the department or force will be guided by
44 the standards of the National Fire Protection Association, or of
45 another such professional organization, that apply to the job-related
46 issues affecting pregnant firefighters.