

ASSEMBLY, No. 4484

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED JUNE 6, 2024

Sponsored by:

Assemblyman MICHAEL VENEZIA

District 34 (Essex)

Assemblywoman SHANIQUE SPEIGHT

District 29 (Essex and Hudson)

Assemblywoman CARMEN THERESA MORALES

District 34 (Essex)

SYNOPSIS

Establishes “New Jersey Paid Prenatal Personal Leave Act.”

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 6/28/2024)

1 AN ACT concerning paid prenatal leave and supplementing Title 34
2 of the Revised Statutes.

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

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7 1. As used in this act:

8 “Employee” means any individual employed by an employer,
9 whether the employment is full-time or part-time.

10 “Employer” means any individual, partnership, association,
11 corporation, and the State and any county, municipality, or school
12 district in the State, or any agency, authority, department, bureau, or
13 instrumentality thereof, or any person or group of persons acting
14 directly or indirectly in the interest of an employer in relation to an
15 employee.

16 “Paid prenatal personal leave” means leave that is taken for
17 health care services received by an employee during the employee’s
18 pregnancy or related to the employee’s pregnancy, including
19 physical examinations, medical procedures, monitoring and testing,
20 and discussions with a health care provider related to the
21 pregnancy.

22

23 2. a. All employers in the State shall provide employees with a
24 minimum of 20 hours of paid prenatal personal leave during each
25 calendar year to attend prenatal health care appointments during or
26 related to the employee’s pregnancy.

27 b. An employee may take paid prenatal personal leave in one-
28 hour increments, and an employee taking paid prenatal personal
29 leave shall receive compensation at the employee’s regular rate of
30 pay for any paid prenatal personal leave which is taken.

31 c. An employer shall not be required to pay an employee for
32 unused paid prenatal personal leave at the time of separation from
33 employment.

34

35 3. An employer shall not:

36 a. Require the disclosure of confidential information relating to
37 a mental or physical illness, injury, or condition as a condition of
38 providing paid prenatal personal leave; or

39 b. Penalize, discriminate against, or retaliate against an
40 employee for taking or requesting paid prenatal personal leave.

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42 4. The Commissioner of Labor and Workforce Development
43 shall promulgate rules and regulations to implement the provisions
44 of this act, including, but not limited to, the assessment of penalties
45 against an employer who violates any provisions of this act.

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47 5. This act shall take effect on January 1, 2026, except that the
48 commissioner shall take any anticipatory administrative action in

1 advance as shall be necessary for the implementation of this act.

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STATEMENT

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6 This bill provides every eligible employee in the State with 20
7 hours of paid prenatal personal leave for each calendar year. The
8 bill defines paid prenatal personal leave to mean leave that is taken
9 for health care services received by an employee during the
10 employee's pregnancy or related to the employee's pregnancy,
11 including physical examinations, medical procedures, monitoring
12 and testing, and discussions with a health care provider related to
13 the pregnancy. The requirement to provide prenatal leave applies to
14 private and public employers in the State, and full-time and part-
15 time employees are eligible for the leave.

16 Under the bill, employees may take the leave in one-hour
17 increments, and they are entitled to compensation at their regular
18 rate of pay for the leave taken. The bill provides that employers are
19 prohibited from penalizing, discriminating against, or retaliating
20 against employees for taking or requesting the leave. Employers
21 are not required to pay employees for any unused leave at the time
22 of separation from employment.

23 The bill's provisions will not go into effect until January 1, 2026.