

P.L. 2025, CHAPTER 192, *approved January 7, 2026*
Assembly, No. 3810

CORRECTED COPY

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

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25 2. This act shall take effect immediately.

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28 STATEMENT

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

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

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