

P.L. 2025, CHAPTER 259, *approved January 12, 2026*
Assembly, No. 5076 (*First Reprint*)

1 AN ACT concerning law enforcement and supplementing Title 53 of
2 the Revised Statutes

3

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

6

7 1. a. The Superintendent of State Police shall establish a
8 ¹**maternity** recovery leave¹ policy applicable to State troopers who
9 present proof of pregnancy. At a minimum, the ¹**maternity**
10 recovery¹ leave policy established pursuant to this section shall:

11 (1) establish at least eight weeks of continuous ¹**maternity**¹
12 recovery leave after giving birth, with full pay and benefits, without
13 the recovery leave being considered sick leave or deducted from sick
14 leave balances; and

15 (2) not subject a trooper to residency restrictions or integrity
16 checks, which may be applicable to sick or other medical leave, during
17 the period of ¹**maternity**¹ recovery leave.

18 b. The superintendent shall make available information
19 concerning the ¹**maternity** recovery leave¹ policy established
20 pursuant to this section on the intranet website maintained by the
21 Division of State Police. The information shall include, at a minimum,
22 applicable policies and forms that are required to be completed before
23 and after a period of recovery leave is taken; frequently asked
24 questions; and contact information that allows a trooper to inquire
25 about the division's ¹**maternity** recovery leave¹ policy.

26

27 2. This act shall take effect immediately.

28

29

30

31

32 Requires State Police to establish recovery leave policy for
33 troopers presenting proof of pregnancy.

EXPLANATION – Matter enclosed in bold-faced brackets **thus** in the above bill is
not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Senate SLP committee amendments adopted June 19, 2025.