

**SENATE, No. 3360**

**STATE OF NEW JERSEY**

**221st LEGISLATURE**

INTRODUCED JUNE 3, 2024

**Sponsored by:**

**Senator ROBERT W. SINGER**

**District 30 (Monmouth and Ocean)**

**SYNOPSIS**

Permits unpaid leave of absence for public employees to assist military or civilian government in Israel during Hamas War.

**CURRENT VERSION OF TEXT**

As introduced.



1 AN ACT permitting public employees a leave of absence without  
2 pay to assist the military or civilian government in Israel during  
3 the Hamas War and supplementing various parts of the statutory  
4 law.

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

8  
9 1. A leave of absence without pay shall be given to officers and  
10 employees of the State and a political subdivision of the State, or an  
11 agency, authority, or instrumentality thereof, that has adopted the  
12 provisions of Title 11A of the New Jersey Statutes for travel to  
13 Israel to assist the military or civilian government during the Hamas  
14 War. The leave of absence shall be for a period inclusive of the  
15 duration of the Hamas War with a reasonable time allowed for  
16 travel. Prior to the approval of the leave of absence, the officer or  
17 employee shall submit documentation from an authorized  
18 representative of the Israeli defense forces or Israeli government to  
19 the employer.

20 Upon the expiration of the leave, the officer or employee shall  
21 have the right to return to the former title and receive all of the  
22 rights, privileges, and benefits of that title as if the officer or  
23 employee had remained in that title.

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25 2. A leave of absence without pay shall be given to officers and  
26 employees of a local school district as defined in section 3 of  
27 P.L.1991, c.393 (C.18A:12-23) for travel to Israel to assist the  
28 military or civilian government during the Hamas War. The leave  
29 of absence shall be for a period inclusive of the duration of the  
30 Hamas War with a reasonable time allowed for travel. Prior to the  
31 approval of the leave of absence, the officer or employee shall  
32 submit documentation from an authorized representative of the  
33 Israeli defense forces or Israeli government to the employer.

34 Upon the expiration of the leave, the officer or employee shall  
35 have the right to return to the former title and receive all of the  
36 rights, privileges, and benefits of that title as if the officer or  
37 employee had remained in that title.

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39 3. A leave of absence without pay shall be given to officers and  
40 employees of a political subdivision of the State, or an agency,  
41 authority, or instrumentality thereof, that has not adopted the  
42 provisions of Title 11A of the New Jersey Statutes for travel to  
43 Israel to assist the military or civilian government during the Hamas  
44 War. The leave of absence shall be for a period inclusive of the  
45 duration of the Hamas War with a reasonable time allowed for  
46 travel. Prior to the approval of the leave of absence, the officer or  
47 employee shall submit documentation from an authorized

1 representative of the Israeli defense forces or Israeli government to  
2 the employer.

3 Upon the expiration of the leave, the officer or employee shall  
4 have the right to return to the former title and receive all of the  
5 rights, privileges, and benefits of that title as if the officer or  
6 employee had remained in that title.

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8 4. This act shall take effect immediately.

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STATEMENT

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13 This bill permits public employees a leave of absence without  
14 pay to assist the military or civilian government in Israel during the  
15 Hamas War. Such leave is contingent upon the employer's  
16 approval of the employee's documentation from an authorized  
17 representative of the Israeli defense forces or Israeli government.  
18 Upon the expiration of the leave, the employee will have the right  
19 to return to the former title and receive all of the rights, privileges,  
20 and benefits of that title as if the employee had remained in that  
21 title.

22 This bill is necessitated by the October 7, 2023, attack on Israel  
23 by the terror group Hamas, which killed over 1,100 Israelis and  
24 foreign nationals and took over 200 hostages. To many in the  
25 United States, this horrific event was reminiscent of the 9/11 attack  
26 that killed many New Jersey residents.

27 Since then, many Americans have left their family, friends, and  
28 jobs behind to volunteer in the defense of the State of Israel. This  
29 spirit of volunteerism is commended and should be supported.

30 This legislation is a step in that support.