

SENATE, No. 3920

STATE OF NEW JERSEY

221st LEGISLATURE

INTRODUCED DECEMBER 5, 2024

Sponsored by:

Senator BOB SMITH

District 17 (Middlesex and Somerset)

Senator PATRICK J. DIEGNAN, JR.

District 18 (Middlesex)

SYNOPSIS

Requires State Police to establish maternity policy for troopers.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 12/5/2024)

1 AN ACT concerning law enforcement and supplementing Title 53 of
2 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. a. The Superintendent of State Police shall establish a
8 maternity policy applicable to State troopers who present proof of
9 pregnancy. At a minimum, the maternity leave policy established
10 pursuant to this section shall:

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

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

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27 2. This act shall take effect immediately

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STATEMENT

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32 This bill requires the Superintendent of State Police to establish a
33 maternity policy applicable to troopers who present proof of
34 pregnancy. The bill requires the maternity leave policy, at a
35 minimum, to:

36 (1) establish at least eight weeks of continuous recovery leave
37 after giving birth, with full pay and benefits, without the recovery
38 leave being considered sick leave or deducted from sick leave
39 balances; and

40 (2) not subject a trooper to residency restrictions or integrity
41 checks, which may be applicable to sick or other medical leave,
42 during the period of maternity recovery leave.

43 Under the bill, the superintendent is required to make available
44 information concerning the maternity policy on the intranet
45 maintained by the Division of State Police. The information is
46 required to include, at a minimum, applicable policies and forms
47 that are required to be completed before and after a period of

- 1 maternity recovery leave is taken; frequently asked questions; and
- 2 contact information that allows a trooper to inquire about the
- 3 division's maternity policy.