

Title 34.  
Chapter 11D.  
(New)  
Sick Leave  
§§1-11 –  
C.34:11D-1  
to 34:11D-11  
§12 - Note

P.L. 2018, CHAPTER 10, *approved May 2, 2018*  
Assembly Committee Substitute (*First Reprint*) for  
Assembly, No. 1827

1 AN ACT concerning earned sick leave and supplementing P.L.1966,  
2 c.113 (C.34:11-56a et seq.).  
3

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

7 1. For the purposes of this act:

8 "Benefit year" means the period of 12 consecutive months  
9 established by an employer in which an employee shall accrue and  
10 use earned sick leave as provided pursuant to section 2 of this act,  
11 provided that once the starting date of the benefit year is established  
12 by the employer it shall not be changed unless the employer notifies  
13 the commissioner of the change in accordance with regulations  
14 promulgated pursuant to this act. The commissioner shall impose a  
15 benefit year on any employer that the commissioner determines is  
16 changing the benefit year at times or in ways that prevent the  
17 accrual or use of earned sick leave by an employee.

18 "Certified Domestic Violence Specialist" means a person who  
19 has fulfilled the requirements of certification as a Domestic  
20 Violence Specialist established by the New Jersey Association of  
21 Domestic Violence Professionals.

22 "Child" means a biological, adopted, or foster child, stepchild or  
23 legal ward of an employee, child of a domestic partner or civil  
24 union partner of the employee.

25 "Civil union" means a civil union as defined in section 2 of  
26 P.L.2006, c.103 (C.37:1-29).

27 "Commissioner" means the Commissioner of Labor and  
28 Workforce Development.

29 "Department" means the Department of Labor and Workforce  
30 Development.

31 "Designated domestic violence agency" means a county-wide  
32 organization with a primary purpose to provide services to victims

**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:

<sup>1</sup>Assembly AAP committee amendments adopted March 22, 2018.

1 of domestic violence, and which provides services that conform to  
2 the core domestic violence services profile as defined by the  
3 Division of Child Protection and Permanency in the Department of  
4 Children and Families and is under contract with the division for  
5 the express purpose of providing the services.

6 "Domestic or sexual violence" means stalking, any sexually  
7 violent offense, as defined in section 3 of P.L.1998, c.71 (C.30:4-  
8 27.26), or domestic violence as defined in section 3 of P.L.1991,  
9 c.261 (C.2C:25-19) and section 1 of P.L.2003, c.41 (C.17:29B-16).

10 "Domestic partner" means a domestic partner as defined in  
11 section 3 of P.L.2003, c.246 (C.26:8A-3).

12 "Employee" means an individual engaged in service to an  
13 employer in the business of the employer for compensation.  
14 "Employee" does not include an employee performing service in the  
15 construction industry that is under contract pursuant to a collective  
16 bargaining agreement, or a per diem <sup>1</sup>[hospital] health care  
17 employee <sup>1</sup>, or a public employee who is provided with sick leave  
18 with full pay pursuant to any other law, rule, or regulation of this  
19 State <sup>1</sup>.

20 "Employer" means any person, firm, business, educational  
21 institution, nonprofit agency, corporation, limited liability company  
22 or other entity that employs employees in the State, including a  
23 temporary help service firm. In the case of a temporary help service  
24 firm placing an employee with client firms, earned sick leave shall  
25 accrue on the basis of the total time worked on assignment with the  
26 temporary help service firm, not separately for each client firm to  
27 which the employee is assigned. <sup>1</sup>"Employer" does not include a  
28 public employer that is required to provide its employees with sick  
29 leave with full pay pursuant to any other law, rule or regulation of  
30 this State. <sup>1</sup>

31 "Family member" means a child, grandchild, sibling, spouse,  
32 domestic partner, civil union partner, parent, or grandparent of an  
33 employee, or a spouse, domestic partner, or civil union partner of a  
34 parent or grandparent of the employee, or a sibling of a spouse,  
35 domestic partner, or civil union partner of the employee, or any  
36 other individual related by blood to the employee or whose close  
37 association with the employee is the equivalent of a family  
38 relationship.

39 "Health care professional" means any person licensed under  
40 federal, State, or local law, or the laws of a foreign nation, to  
41 provide health care services, or any other person who has been  
42 authorized to provide health care by a licensed health care  
43 professional, including but not limited to doctors, nurses and  
44 emergency room personnel.

45 "Parent" means a biological, adoptive, or foster parent,  
46 stepparent, or legal guardian of an employee or of the employee's  
47 spouse, domestic partner, or civil union partner, or a person who

1 stood in loco parentis of the employee or the employee's spouse,  
2 domestic partner, or civil union partner when the employee, spouse  
3 or partner was a minor child.

4 "Per diem <sup>1</sup>~~hospital~~ health care<sup>1</sup> employee" means any  
5 <sup>1</sup>~~individual performing work for a hospital system on an as needed~~  
6 basis to replace or substitute for a temporarily absent hospital  
7 employee, and who works on a flexible or non-fixed schedule ;

8 (1) health care professional licensed in the State of New Jersey  
9 employed by a health care facility licensed by the New Jersey  
10 Department of Health;

11 (2) any individual that is in the process of applying to the New  
12 Jersey Division of Consumer Affairs for a license to provide health  
13 care services who is employed by a health care facility licensed by  
14 the New Jersey Department of Health; or

15 (3) any first aid, rescue or ambulance squad member employed  
16 by a hospital system.

17 An employee listed in paragraphs (1), (2), and (3) of this  
18 definition shall be considered a per diem health care employee if  
19 that employee:

20 (1) works on an as-needed basis to supplement a health care  
21 employee, or to replace or substitute for a temporarily absent health  
22 care employee;

23 (2) works only when the employee indicates that the employee  
24 is available to work, and has no obligation to work when the  
25 employee does not indicate availability; and

26 (3) either:

27 (a) has the opportunity for full time or part time employment in  
28 their scope of practice under that healthcare provider which offers  
29 paid time off benefits greater in length than provided under this act  
30 under the terms of employment; or

31 (b) has waived earned sick leave benefits as provided under this  
32 act under terms of employment for alternative benefits or  
33 consideration.

34 "Per diem health care employee" shall not include any individual  
35 who is certified as a homemaker-home health aide<sup>1</sup>.

36 "Retaliatory personnel action" means denial of any right  
37 guaranteed under this act and any threat, discharge, including a  
38 constructive discharge, suspension, demotion, unfavorable  
39 reassignment, refusal to promote, disciplinary action, sanction,  
40 reduction of work hours, reporting or threatening to report the  
41 actual or suspected immigrant status of an employee or the  
42 employee's family, or any other adverse action against an  
43 employee.

44 "Sibling" means a biological, foster, or adopted sibling of an  
45 employee.

46 "Spouse" means a husband or wife.

1       2. a. Each employer shall provide earned sick leave to each  
2 employee working for the employer in the State. For every 30 hours  
3 worked, the employee shall accrue one hour of earned sick leave,  
4 except that an employer may provide an employee with the full  
5 complement of earned sick leave for a benefit year, as required  
6 under this section, on the first day of each benefit year in  
7 accordance with subsection c. or subsection d. of section 3 of this  
8 act. The employer shall not be required to permit the employee to  
9 accrue or use in any benefit year, or carry forward from one benefit  
10 year to the next, more than 40 hours of earned sick leave. Unless  
11 the employee has accrued earned sick leave prior to the effective  
12 date of this act, the earned sick leave shall begin to accrue on the  
13 effective date of this act for any employee who is hired and  
14 commences employment before the effective date of this act and the  
15 employee shall be eligible to use the earned sick leave beginning on  
16 the 120th calendar day after the employee commences employment,  
17 and if the employment commences after the effective date of this  
18 act, the earned sick leave shall begin to accrue upon the date that  
19 employment commences and the employee shall be eligible to use  
20 the earned sick leave beginning on the 120th calendar day after the  
21 employee commences employment, unless the employer agrees to  
22 an earlier date. The employee may subsequently use earned sick  
23 leave as soon as it is accrued.

24       b. An employer shall be in compliance with this section if the  
25 employer offers paid time off, which is fully paid and shall include,  
26 but is not limited to personal days, vacation days, and sick days,  
27 and may be used for the purposes of section 3 of this act in the  
28 manner provided by this act, and is accrued at a rate equal to or  
29 greater than the rate described in this section.

30       c. The employer shall pay the employee for earned sick leave  
31 at the same rate of pay with the same benefits as the employee  
32 normally earns, except that the pay rate shall not be less than the  
33 minimum wage required for the employee pursuant to section 5 of  
34 P.L.1966, c.113 (C.34:11-56a4).

35       d. Upon the mutual consent of the employee and employer, an  
36 employee may voluntarily choose to work additional hours or shifts  
37 during the same or following pay period, in lieu of hours or shifts  
38 missed, but shall not be required to work additional hours or shifts  
39 or use accrued earned sick leave. An employer may not require, as  
40 a condition of an employee's using earned sick leave, that the  
41 employee search for or find a replacement worker to cover the  
42 hours during which the employee is using earned sick leave.

43       e. If an employee is transferred to a separate division, entity, or  
44 location, but remains employed by the same employer, then the  
45 employee shall be entitled to all earned sick leave accrued at the  
46 prior division, entity, or location, and shall be entitled to use the  
47 accrued earned sick leave as provided in this act. If an employee is  
48 terminated, laid off, furloughed, or otherwise separated from

1 employment with the employer, any unused accrued earned sick  
2 leave shall be reinstated upon the re-hiring or reinstatement of the  
3 employee to that employment, within six months of termination,  
4 being laid off or furloughed, or separation, and prior employment  
5 with the employer shall be counted towards meeting the eligibility  
6 requirements set forth in this section. <sup>1</sup>When a different employer  
7 succeeds or takes the place of an existing employer, all employees  
8 of the original employer who remain employed by the successor  
9 employer are entitled to all of the earned sick leave they accrued  
10 when employed by the original employer, and are entitled to use the  
11 earned sick leave previously accrued immediately.<sup>1</sup>

12 f. An employer may choose the increments in which its  
13 employees may use earned sick leave, provided that the largest  
14 increment of earned sick leave that an employee may be required to  
15 use for each shift for which earned sick leave is used shall be the  
16 number of hours the employee was scheduled to work during that  
17 shift.

18  
19 3. a. An employer shall permit an employee to use the earned  
20 sick leave accrued pursuant to this act for any of the following:

21 (1) time needed for diagnosis, care, or treatment of, or recovery  
22 from, an employee's mental or physical illness, injury or other  
23 adverse health condition, or for preventive medical care for the  
24 employee;

25 (2) time needed for the employee to aid or care for a family  
26 member of the employee during diagnosis, care, or treatment of, or  
27 recovery from, the family member's mental or physical illness,  
28 injury or other adverse health condition, or during preventive  
29 medical care for the family member;

30 (3) absence necessary due to circumstances resulting from the  
31 employee, or a family member of the employee, being a victim of  
32 domestic or sexual violence, if the leave is to allow the employee to  
33 obtain for the employee or the family member: medical attention  
34 needed to recover from physical or psychological injury or  
35 disability caused by domestic or sexual violence; services from a  
36 designated domestic violence agency or other victim services  
37 organization; psychological or other counseling; relocation; or legal  
38 services, including obtaining a restraining order or preparing for, or  
39 participating in, any civil or criminal legal proceeding related to the  
40 domestic or sexual violence;

41 (4) time during which the employee is not able to work because  
42 of a closure of the employee's workplace, or the school or place of  
43 care of a child of the employee, by order of a public official due to  
44 an epidemic or other public health emergency, or because of the  
45 issuance by a public health authority of a determination that the  
46 presence in the community of the employee, or a member of the  
47 employee's family in need of care by the employee, would  
48 jeopardize the health of others; or

1 (5) time needed by the employee in connection with a child of  
2 the employee to attend a school-related conference, meeting,  
3 function or other event requested or required by a school  
4 administrator, teacher, or other professional staff member  
5 responsible for the child's education, or to attend a meeting  
6 regarding care provided to the child in connection with the child's  
7 health conditions or disability.

8 b. If an employee's need to use earned sick leave is foreseeable,  
9 an employer may require advance notice, not to exceed seven  
10 calendar days prior to the date the leave is to begin, of the intention  
11 to use the leave and its expected duration, and shall make a  
12 reasonable effort to schedule the use of earned sick leave in a  
13 manner that does not unduly disrupt the operations of the employer.  
14 If the reason for the leave is not foreseeable, an employer may  
15 require an employee to give notice of the intention as soon as  
16 practicable, if the employer has notified the employee of this  
17 requirement. Employers may prohibit employees from using  
18 foreseeable earned sick leave <sup>1</sup>【from being used】<sup>1</sup> on certain dates,  
19 and require reasonable documentation if sick leave that is not  
20 foreseeable is used during those dates. For earned sick leave of  
21 three or more consecutive days, an employer may require  
22 reasonable documentation that the leave is being taken for the  
23 purpose permitted under subsection a. of this section. If the leave is  
24 permitted under paragraph (1) or (2) of subsection a. of this section,  
25 documentation signed by a health care professional who is treating  
26 the employee or the family member of the employee indicating the  
27 need for the leave and, if possible, number of days of leave, shall be  
28 considered reasonable documentation. If the leave is permitted  
29 under paragraph (3) of subsection a. of this section because of  
30 domestic or sexual violence, any of the following shall be  
31 considered reasonable documentation of the domestic or sexual  
32 violence: medical documentation; a law enforcement agency record  
33 or report; a court order; documentation that the perpetrator of the  
34 domestic or sexual violence has been convicted of a domestic or  
35 sexual violence offense; certification from a certified Domestic  
36 Violence Specialist or a representative of a designated domestic  
37 violence agency or other victim services organization; or other  
38 documentation or certification provided by a social worker,  
39 counselor, member of the clergy, shelter worker, health care  
40 professional, attorney, or other professional who has assisted the  
41 employee or family member in dealing with the domestic or sexual  
42 violence. If the leave is permitted under paragraph (4) of  
43 subsection a. of this section, a copy of the order of the public  
44 official or the determination by the health authority shall be  
45 considered reasonable documentation.

46 c. Nothing in this act shall be deemed to require an employer to  
47 provide earned sick leave for an employee's leave for purposes  
48 other than those identified in this section, or prohibit the employer

1 from taking disciplinary action against an employee who uses  
2 earned sick leave for purposes other than those identified in this  
3 section. An employer may provide an offer to an employee for a  
4 payment of unused earned sick leave in the final month of the  
5 employer's benefit year. The employee shall choose, no later than  
6 10 calendar days from the date of the employer's offer, whether to  
7 accept a payment or decline a payment. If the employee agrees to  
8 receive a payment, the employee shall choose a payment for the full  
9 amount of unused earned sick leave or for 50 percent of the amount  
10 of unused earned sick leave. The payment amount shall be based on  
11 the same rate of pay that the employee earns at the time of the  
12 payment. If the employee declines a payment for unused earned  
13 sick leave, or agrees to a payment for 50 percent of the amount of  
14 unused sick leave, the employee shall be entitled to carry forward  
15 any unused or unpaid earned sick leave to the proceeding benefit  
16 year as provided pursuant to subsection a. of section 2 of this act. If  
17 the employee agrees to a payment for the full amount of unused  
18 earned sick leave, the employee shall not be entitled to carry  
19 forward any earned sick leave to the proceeding benefit year  
20 pursuant to subsection a. of section 2 of this act.

21 d. If an employer foregoes the accrual process for earned sick  
22 leave hours pursuant to subsection a. of section 2 of this act and  
23 provides an employee with the full complement of earned sick leave  
24 for a benefit year on the first day of each benefit year, then the  
25 employer shall either provide to the employee a payment for the full  
26 amount of unused earned sick leave in the final month of the  
27 employer's benefit year or carry forward any unused sick leave to  
28 the next benefit year. The employer may pay the employee the full  
29 amount of unused earned sick leave in the final month of a benefit  
30 year pursuant to this subsection only if the employer forgoes, with  
31 respect to that employee, the accrual process for earned sick leave  
32 during the next benefit year. Unless an employer policy or  
33 collective bargaining agreement provides for the payment of  
34 accrued earned sick leave upon termination, resignation, retirement  
35 or other separation from employment, an employee shall not be  
36 entitled under this section to payment of unused earned sick leave  
37 upon the separation from employment.

38 e. Any information an employer possesses regarding the health  
39 of an employee or any family member of the employee or domestic  
40 or sexual violence affecting an employee or employee's family  
41 member shall be treated as confidential and not disclosed except to  
42 the affected employee or with the written permission of the affected  
43 employee.

44  
45 4. a. No employer shall take retaliatory personnel action or  
46 discriminate against an employee because the employee requests or  
47 uses earned sick leave either in accordance with this act or the  
48 employer's own earned sick leave policy, as the case may be, or

1 files a complaint with the commissioner alleging the employer's  
2 violation of any provision of this act, or informs any other person of  
3 their rights under this act. No employer shall count earned sick  
4 leave taken under this act as an absence that may result in the  
5 employee being subject to discipline, discharge, demotion,  
6 suspension, a loss or reduction of pay, or any other adverse action.

7 b. There shall be a rebuttable presumption of an unlawful  
8 retaliatory personnel action under this section whenever an  
9 employer takes adverse action against an employee within 90 days  
10 of when that employee: files a complaint with the department or a  
11 court alleging a violation of any provision of this section; informs  
12 any person about an employer's alleged violation of this section;  
13 cooperates with the department or other persons in the investigation  
14 or prosecution of any alleged violation of this section; opposes any  
15 policy, practice, or act that is unlawful under this section; or  
16 informs any person of his or her rights under this section.

17 c. Protections of this section shall apply to any person who  
18 mistakenly but in good faith alleges violations of this act.

19 d. Any violator of the provisions of this section shall be subject  
20 to relevant penalties and remedies provided by the "New Jersey  
21 State Wage and Hour Law," P.L.1966, c.113 (C.34:11-56a et seq.),  
22 including the penalties and remedies provided by section 25 of that  
23 act (C.34:11-56a24), and relevant penalties and remedies provided  
24 by section 10 of P.L.1999, c.90 (C.2C:40A-2), for discharge or  
25 other discrimination.

26  
27 5. Any failure of an employer to make available or pay earned  
28 sick leave as required by this act, or any other violation of this act,  
29 shall be regarded as a failure to meet the wage payment  
30 requirements of the "New Jersey State Wage and Hour Law,"  
31 P.L.1966, c.113 (C.34:11-56a et seq.), or other violation of that act,  
32 as the case may be, and remedies, penalties, and other measures  
33 provided by that act, R.S.34:11-58, and section 10 of P.L.1999, c.90  
34 (C.2C:40A-2) for failure to pay wages or other violations of that act  
35 shall be applicable, including, but not limited to, penalties provided  
36 pursuant to sections 23 and 25 of that act (C.34:11-56a22 and  
37 34:11-56a24), and civil actions by employees pursuant to section 26  
38 of that act (C.34:11-56a25), except that an award to an employee in  
39 a civil act shall include, in addition to the amount provided pursuant  
40 to section 26 of that act (C.34:11-56a25), any actual damages  
41 suffered by the employee as the result of the violation plus an equal  
42 amount of liquidated damages.

43  
44 6. Employers shall retain records documenting hours worked  
45 by employees and earned sick leave taken by employees, for a  
46 period of five years, and shall, upon demand, allow the department  
47 access to those records to monitor compliance with the  
48 requirements of this act. If an employee makes a claim that the



1 employer has failed to provide earned sick leave required by this act  
2 and the employer has not maintained or retained adequate records  
3 documenting hours worked by the employee and earned sick leave  
4 taken by the employee or does not allow the department access to  
5 the records, it shall be presumed that the employer has failed to  
6 provide the earned sick leave, absent clear and convincing evidence  
7 otherwise. In addition, the penalties provided by the “New Jersey  
8 State Wage and Hour Law,” P.L.1966, c.113 (C.34:11-56a et seq.)  
9 for violations of the requirements of that act regarding the  
10 maintaining and disclosure of records shall apply to violations of  
11 the requirements of this section.

12

13 7. a. Employers shall provide notification, in a form issued by  
14 the commissioner, to employees of their rights under this act,  
15 including the amount of earned sick leave to which they are entitled  
16 and the terms of its use, and remedies provided by this act to  
17 employees if an employer fails to provide the required benefits or  
18 retaliates against employees exercising their rights under this act.  
19 Each covered employer shall conspicuously post the notification in  
20 a place or places accessible to all employees in each of the  
21 employer's workplaces. The employer shall also provide each  
22 employee employed by the employer with a written copy of the  
23 notification: not later than 30 days after the form of the notification  
24 is issued; at the time of the employee's hiring, if the employee is  
25 hired after the issuance; and at any time, when first requested by the  
26 employee. The commissioner shall make the notifications available  
27 in English, in Spanish, and any other language that the  
28 commissioner determines is the first language of a significant  
29 number of workers in the State and the employer shall use the  
30 notification in English, Spanish or any other language for which the  
31 commissioner has provided notifications and which is the first  
32 language of a majority of the employer's workforce.

33 b. The commissioner shall advise any employee who files a  
34 complaint pursuant to this section and is covered by a collective  
35 bargaining agreement, that if the agreement provides for earned sick  
36 leave, the employee may have a right to pursue a grievance under  
37 the terms of the agreement.

38

39 8. a. The governing body of a county or municipality shall not,  
40 after the effective date of this act, adopt any ordinance, resolution,  
41 law, rule, or regulation regarding earned sick leave. The provisions  
42 of this act shall preempt any ordinance, resolution, law, rule, or  
43 regulation regarding earned sick leave adopted by the governing  
44 body of a county or municipality.

45 b. No provision of this act, or any regulations promulgated to  
46 implement or enforce this act, shall be construed as:

47 (1) requiring an employer to reduce, or justifying an employer  
48 in reducing, rights or benefits provided by the employer pursuant to

1 an employer policy or collective bargaining agreement which are  
2 more favorable to employees than those required by this act or  
3 which provide rights or benefits to employees not covered by this  
4 act;

5 (2) preventing or prohibiting the employer from agreeing,  
6 through a collective bargaining agreement or employer policy, to  
7 provide rights or benefits which are more favorable to employees  
8 than those required by this act or to provide rights or benefits to  
9 employees not covered by this act;

10 (3) prohibiting an employer from establishing a policy whereby  
11 an employee may donate unused accrued earned sick leave to  
12 another employee or other employees; or

13 (4) superseding any law providing collective bargaining rights  
14 for employees, or in any way reducing, diminishing, or adversely  
15 affecting those collective bargaining rights, or in any way reducing,  
16 diminishing, or affecting the obligations of employers under those  
17 laws.

18 Employees <sup>1</sup>or employee representatives<sup>1</sup> may waive the rights  
19 or benefits provided under this act during the negotiation of a  
20 collective bargaining agreement.

21 c. With respect to employees covered by a collective  
22 bargaining agreement in effect at the time of the effective date of  
23 this act, no provision of this act shall apply until the stated  
24 expiration of the collective bargaining agreement.

25 <sup>1</sup>[d. This act shall not be construed to preempt, limit, or  
26 otherwise affect the applicability of any provision of any State law  
27 or regulation regarding earned sick leave for employees of public  
28 employers that provides rights or benefits to employees which  
29 provide a greater length of earned sick leave to employees than  
30 those required by this act, but shall supersede any provision of any  
31 State law or regulation which provides a lesser length of earned sick  
32 leave to the employees than what is required by this act,  
33 notwithstanding the provisions of those other laws or regulations.]<sup>1</sup>  
34

35 9. The provisions of this act shall be deemed to be severable  
36 and if any section, subsection, paragraph, sentence or other part of  
37 this act is declared to be unconstitutional, or the applicability  
38 thereof to any person is held invalid, the remainder of this act shall  
39 not thereby be deemed to be unconstitutional or invalid.  
40

41 10. The commissioner shall develop and implement a  
42 multilingual outreach program to inform employees, parents, and  
43 persons under the care of health care providers about the  
44 availability of earned paid sick leave pursuant to this act. The  
45 program shall include the distribution of written materials in  
46 English, Spanish and any language that is the primary language of  
47 10 percent or more of the registered voters in the State to all child  
48 care and elder care providers, domestic violence shelters, schools,

1 hospitals, community health centers and other healthcare providers.  
2 The commissioner shall, during each calendar year, allocate not less  
3 than \$500,000 to the program, which shall be regarded as a cost of  
4 administration of temporary disability and family temporary  
5 disability benefits and be charged to the administration account of  
6 State disability benefit fund, except that the allocation made  
7 pursuant to this subsection shall not result in the total amount  
8 credited to administrative costs exceeding the maximum amount  
9 permitted pursuant to subsection (a) of section 22 of P.L.1948,  
10 c.110 (C.43:21-46).

11

12 11. The commissioner shall adopt rules and regulations  
13 pursuant to the "Administrative Procedure Act," P.L.1968, c.410  
14 (C.52:14B-1 et seq.) to effectuate the purposes of this act.

15

16 12. This act shall take effect on the 180th day next following  
17 enactment.

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21

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Concerns earned sick leave to employees.