

# ASSEMBLY, No. 739

## STATE OF NEW JERSEY 218th LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2018 SESSION

**Sponsored by:**

**Assemblyman GREGORY P. MCGUCKIN**

**District 10 (Ocean)**

**SYNOPSIS**

Prohibits local governments from requiring private employers to provide paid sick leave.

**CURRENT VERSION OF TEXT**

Introduced Pending Technical Review by Legislative Counsel.



1 AN ACT prohibiting local governments from requiring paid sick  
2 leave and adding chapter 11D of Title 34 of 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. The Legislature finds and declares that it is in the public  
8 interest that standards for the provision of paid sick leave be  
9 established by uniform Statewide policies because consistency and  
10 predictability for employers and employees is critical to economic  
11 growth and job creation; and that local control over paid sick leave  
12 would lead to patchwork regulation contrary to these goals.

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14 2. a. A local unit shall not adopt an ordinance, resolution, or  
15 rule or regulation, or take any other action, requiring private  
16 employers to provide paid sick leave. Any ordinance, resolution,  
17 rule or regulation, or other action taken requiring such employers to  
18 provide paid sick leave shall be against public policy and be null  
19 and void. This section shall not be construed to supersede any  
20 statute under which a local unit may include labor requirements in  
21 the specifications for a public contract.

22 b. As used in this section:

23 “Local unit” means a county, municipality, or other political  
24 subdivision of the State, or a board, commission, department, or  
25 agency of any of the foregoing, but shall not include a school  
26 district or regional school district.

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28 3. This act shall take effect immediately.

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#### STATEMENT

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33 This bill would prohibit a local government from requiring that  
34 private employers within its jurisdiction provide paid sick leave.  
35 Allowing these policies to be set at the local level would lead to  
36 patchwork regulation and place additional burdens on employers,  
37 stifling economic growth and job creation in the State. This bill  
38 would help make the State more economically competitive by  
39 providing greater consistency and predictability in employment  
40 rules across the State and limiting the burdens that localities may  
41 impose on employers, especially employers that operate in more  
42 than one municipality in the State.