

ASSEMBLY, No. 155

(Revised Statutes, Title 11, sections 11:14-1 and 11:14-2.)

STATE OF NEW JERSEY

INTRODUCED FEBRUARY 20, 1939

By Mr. PALESE

Referred to Committee on Civil Service

AN ACT concerning civil service employees in the State service, and amending sections 11:14-1 and 11:14-2 of the Revised Statutes.

1 BE IT ENACTED by the Senate and General Assembly of the State of New
2 Jersey:

1 1. Section 11:14-1 of the Revised Statutes is hereby amended to read
2 as follows:

3 11:14-1. The chief examiner and secretary shall, after consultation with
4 the heads of departments and their principal assistants, prepare, and, after
5 approval by the commission, administer regulations regarding holidays, hours
6 of work, attendance and annual, sick and special leaves of absence with or
7 without pay or with reduced pay for permanent employees in the classified
8 service [. Absence from duty for annual leave for vacation purpose with
9 pay, shall not exceed fifteen working days in any calendar year except in the
10 case of executive and administrative officers. Annual vacation leaves for such
11 officers, may be extended to a maximum period of twenty-six working days or
12 one calendar month in any one year.]; provided, however, that every perma-
13 nent employee in the classified service shall be granted at least the following
14 annual leave for vacation purposes with pay in and for each calendar year,
15 except as otherwise herein provided: Up to one year of service, one work-
16 ing day's vacation for each month of service; after one year and up to ten

2

17 years of service, twelve working days' vacation; after ten years of service,
18 thirteen working days' vacation; after eleven years of service, fourteen
19 working days' vacation; after twelve years of service, fifteen working
20 days' vacation; after thirteen years of service, sixteen working days' vaca-
21 tion; after fourteen years of service, eighteen working days' vacation; after
22 fifteen years of service, nineteen working days' vacation; after sixteen
23 years of service, twenty working days' vacation; after seventeen years of
24 service, twenty-one working days' vacation; after eighteen years of service,
25 twenty-two working days' vacation; after nineteen years of service, twenty-
26 four working days' vacation. Where in any calendar year the vacation or
27 any part thereof is not granted by reason of pressure of State business,
28 such vacation periods or parts thereof not granted shall accumulate and
29 shall be granted during the next succeeding calendar year only. In de-
30 termining all vacation leave, the years of service of such employees prior
31 and subsequent to the adoption of this act shall be used.

32 An employee who is a member of the national guard or naval militia of
33 this State or of the military or naval forces of the United States required
34 to undergo field training therein, shall be entitled to additional leave of ab-
35 sence with pay for the period of such field training.

1 2. Section 11:14-2 of the Revised Statutes is hereby amended to read as
2 follows:

3 11:14-2. [An employee in the classified service may, in addition to his
4 annual vacation leave with pay, be granted sick leave with pay not in excess
5 of fifteen working days in any year. When the full amount of sick leave
6 with pay allowed such employee is not taken by him in any year, such leave
7 not taken may be accumulated and used, if needed, up to the total of:

8 a. Thirty-six working days when in the service less than five years;

9 b. Seventy-five working days when in the service more than five but
10 less than ten years;

11 c. One hundred and twenty working days when in the service more than
12 ten but less than fifteen years;

13 d. One hundred and sixty working days when in the service more than
14 fifteen years.] In the preparation and administration of regulations re-
15 garding sick leaves of absence with pay as provided in section 11:14-1 of this
16 Title, every employee in the classified service shall, in addition to his annual
17 vacation leave with pay, be granted sick leave, as hereinafter defined, with
18 pay of not less than one working day for every month of service during
19 the remainder of the first calendar year of service following permanent ap-
20 pointment, and in addition fifteen working days in every calendar year
21 thereafter. If any such employee requires none or only a portion of the
22 allowable sick leave for any calendar year, the amount of such leave not
23 taken shall accumulate to his credit from year to year and such employee
24 shall be entitled to such accumulated sick leave of absence with pay if and
25 when needed. In computing the accumulation of sick leave, the years of
26 service of such employee prior and subsequent to the adoption of this act
27 shall be used.

28 The commission [may] shall establish regulations extending leaves of
29 absence with pay or with part pay for longer periods to employees disabled
30 either through injury or illness as a result of, or arising from, their respec-
31 tive employment.

32 Sick leave is hereby defined to mean absence from post of duty of an
33 employee because of illness, accident, exposure to contagious disease, at-
34 tendance upon a member of the employee's immediate family seriously ill
35 requiring the care or attendance of such employee, or absence caused by
36 death in the immediate family of said employee. A certificate of a reputable
37 physician in attendance shall be sufficient proof of need of leave of ab-
38 sence of the employee or the need of the employee's attendance upon a
39 member of the employee's immediate family. In case of leave of absence
40 due to exposure to contagious disease or death in the family of the employee,
41 any reasonable proof required by the department head shall be sufficient.

1 3. All acts and parts of acts inconsistent with the provisions of this act
2 be and the same are hereby repealed, and this act shall take effect im-
3 mediately.

STATEMENT

The purpose of this act is to regulate and equalize vacation periods and sick leaves based on years of service of State employees.

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1 BE IT ENACTED *by the Senate and General Assembly of the State of New*
2 *Jersey:*

1 1. Section 11:14-1 of the Revised Statutes is hereby amended to read
2 as follows:

3 11:14-1. The chief examiner and secretary shall, after consultation with
4 the heads of departments and their principal assistants, prepare, and, after
5 approval by the commission, administer regulations regarding holidays, hours
6 of work, attendance and annual, sick and special leaves of absence with or
7 without pay or with reduced pay for permanent employees in the classified
8-12 service; *provided, however,* that every permanent employee in the classi-
13 fied service shall be granted at least the following annual leave
14 for vacation purposes with pay in and for each calendar year, ex-
15 cept as otherwise herein provided: Up to one year of service, one work-
16 ing day's vacation for each month of service; after one year and up to ten
17 years of service, twelve working days' vacation; after ten years of service,
18 thirteen working days' vacation; after eleven years of service, fourteen
19 working days' vacation; after twelve years of service, fifteen working
20 days' vacation; after thirteen years of service, sixteen working days' vaca-

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22 fifteen years of service, nineteen working days' vacation; after sixteen
23 years of service, twenty working days' vacation; after seventeen years of
24 service, twenty-one working days' vacation; after eighteen years of service,
25 twenty-two working days' vacation; after nineteen years of service, twenty-
26 four working days' vacation. Where in any calendar year the vacation or
27 any part thereof is not granted by reason of pressure of State business,
28 such vacation periods or parts thereof not granted shall accumulate and
29 shall be granted during the next succeeding calendar year only. In de-
30 termining all vacation leave, the years of service of such employees prior
31 and subsequent to the adoption of this act shall be used.

32 An employee who is a member of the national guard or naval militia of
33 this State or of the military or naval forces of the United States required
34 to undergo field training therein, shall be entitled to additional leave of ab-
35 sence with pay for the period of such field training.

1 2. Section 11:14-2 of the Revised Statutes is hereby amended to read as
2 follows:

3-14 11:14-2. In the preparation and administration of regulations re-
15 garding sick leaves of absence with pay as provided in section 11:14-1 of this
16 Title, every employee in the classified service shall, in addition to his annual
17 vacation leave with pay, be granted sick leave, as hereinafter defined, with
18 pay of not less than one working day for every month of service during
19 the remainder of the first calendar year of service following permanent ap-
20 pointment, and in addition fifteen working days in every calendar year
21 thereafter. If any such employee requires none or only a portion of the
22 allowable sick leave for any calendar year, the amount of such leave not
23 taken shall accumulate to his credit from year to year and such employee
24 shall be entitled to such accumulated sick leave of absence with pay if and
25 when needed. In computing the accumulation of sick leave, the years of
26 service of such employee prior and subsequent to the adoption of this act
27 shall be used.

28 The commission shall establish regulations extending leaves of ab-
29 sence with pay or with part pay for longer periods to employees disabled
30 either through injury or illness as a result of, or arising from, their respec-
31 tive employment.

32 Sick leave is hereby defined to mean absence from post of duty of an
33 employee because of illness, accident, exposure to contagious disease, at-
34 tendance upon a member of the employee's immediate family seriously ill
35 requiring the care or attendance of such employee, or absence caused by
36 death in the immediate family of said employee. A certificate of a reputable
37 physician in attendance shall be sufficient proof of need of leave of ab-
38 sence of the employee or the need of the employee's attendance upon a
39 member of the employee's immediate family. In case of leave of absence
40 due to exposure to contagious disease or death in the family of the employee,
41 any reasonable proof required by the department head shall be sufficient.

1 3. All acts and parts of acts inconsistent with the provisions of this act
2 be and the same are hereby repealed, and this act shall take effect im-
3 mediately.

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13 fied service shall be granted at least the following annual leave
14 for vacation purposes with pay in and for each calendar year, ex-
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16 ing day's vacation for each month of service; after one year and up to
17 twenty years of service, twelve working days' vacation; after twenty years of
18 service, sixteen working days' vacation. Where in any calendar year the
19 vacation or any part thereof is not granted by reason of pressure of State
20 business, such vacation periods or parts thereof not granted shall accumulate

21-29 and shall be granted during the next succeeding calendar year only. In de-
30 termining all vacation leave, the years of service of such employees prior
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32 An employee who is a member of the national guard or naval militia of
33 this State or of the military or naval forces of the United States required
34 to undergo field training therein, shall be entitled to additional leave of ab-
35 sence with pay for the period of such field training.

1 2. Section 11:14-2 of the Revised Statutes is hereby amended to read as
2 follows:

3-14 11:14 2. In the preparation and administration of regulations re-
15 garding sick leaves of absence with pay as provided in section 11:14-1 of this
16 Title, every employee in the classified service shall, in addition to his annual
17 vacation leave with pay, be granted sick leave, as hereinafter defined, with
18 pay of not less than one working day for every month of service during
19 the remainder of the first calendar year of service following permanent ap-
20 pointment, and in addition fifteen working days in every calendar year
21 thereafter. If any such employee requires none or only a portion of the
22 allowable sick leave for any calendar year, the amount of such leave not
23 taken shall accumulate to his credit from year to year and such employee
24 shall be entitled to such accumulated sick leave of absence with pay if and
25 when needed. In computing the accumulation of sick leave, the years of
26 service of such employee prior and subsequent to the adoption of this act
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28 The commission shall establish regulations extending leaves of ab-
29 sence with pay or with part pay for longer periods to employees disabled
30 either through injury or illness as a result of, or arising from, their respec-
31 tive employment.

32 Sick leave is hereby defined to mean absence from post of duty of an
33 employee because of illness, accident, exposure to contagious disease, at-
34 tendance upon a member of the employee's immediate family seriously ill
35 requiring the care or attendance of such employee, or absence caused by

36 death in the immediate family of said employee. A certificate of a reputable
37 physician in attendance shall be required as sufficient proof of need of leave
38 of absence of the employee or the need of the employee's attendance upon a
39 member of the employee's immediate family. In case of leave of absence
40 due to exposure to contagious disease a certificate from the Department of
41 Health shall be required. In case of death in the family of the employee,
42 any reasonable proof required by the department head shall be sufficient.

1 3. All acts and parts of acts inconsistent with the provisions of this act
2 be and the same are hereby repealed, and this act shall take effect im-
3 mediately.