



Virtua Health College of
Medicine & Life Sciences
of Rowan University

Paternity Leave Fact Sheet

Paternity leave is covered by FMLA and/or NJFLA.

FMLA provides up to 12 weeks of job-protected leave in a 12-month period if you are qualified. FMLA is ONLY job protection and NOT wage replacement.

NJFLA provides up to 12 weeks of job-protected family leave in a 24-month period if you are qualified. NJFLA is job protection only and NOT wage replacement.

The process to request a leave of absence is now online and can be found using this link: [Leave of Absence Request Form](#)

****Must submit copy of baby's birth certificate or verification of birth letter.**

Under NJ law, "paternity leave" is treated as bonding leave and applies to:

- Biological fathers
- Adoptive parents
- Foster parents

FMLA Qualification:

- Employed for at least 12 months and
- Worked 1250 actual hours in the previous 12 months

NJFLA Qualification:

- Employed for at least 3 months and
- Worked 250 hours in the previous 12 months

*If eligible they may run concurrently with FMLA.

