

LEGAL NOTICE
BOROUGH OF RINGWOOD
COUNTY OF PASSAIC
NEW JERSEY

Ordinance No. 2014-#11

ORDINANCE REQUIRING CONCURRENT USE OF
PAID SICK LEAVE DURING FEDERAL FAMILY
MEDICAL LEAVE

NOTICE is hereby given that the ordinance published herewith was introduced and passed first reading at a Business Meeting of the Municipal Council of the Borough of Ringwood, in the County of Passaic, New Jersey held at the Violet E. Bogert Municipal Annex, 60 Margaret King Avenue, Ringwood, New Jersey on Tuesday, May 6, 2014, and will be considered for final passage at a Business Meeting of said Municipal Council of the Borough of Ringwood to be held on Tuesday, May 20, 2014 at 8:00 pm, or as soon thereafter as same can be considered, at the Violet E. Bogert Municipal Annex, 60 Margaret King Avenue, Ringwood, New Jersey, at which time and place all persons interested therein or affected thereby will be given an opportunity to be heard concerning same. During the week prior and up to the time of public hearing, copies of said Ordinance will be available to the members of the general public who request same.

KELLEY A. ROHDE, RMC
BOROUGH CLERK

11: Sunday, May 11, 2014
Fees: \$
The Suburban Trends

ORDINANCE REQUIRING CONCURRENT
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FEDERAL FAMILY MEDICAL LEAVE

Section 1. Purpose & Authority. Pursuant to N.J.S.A. 40:48-2, 40:49-2, 29 U.S.C. § 2612(d), and 29 C.F.R. § 825.207(a), the purpose of this ordinance is to create a universal policy in Ringwood requiring concurrent use of paid sick leave and federal family medical leave when the federal family medical leave is for an employee's own medical condition.

Section 2. Concurrent Paid Sick Leave Required. Section 2-19 of the Ringwood Code, which is currently "reserved," shall now contain a section titled "Concurrent Paid Sick Leave Required," which shall read as follows:

Whenever an employee is entitled to federal family medical leave under the applicable federal statute and regulations, the employee shall be required to use any available paid sick leave at the same time when the leave is for the employee's own medical condition. All other conditions for family medical leave and paid sick leave shall apply and remain in full force and effect.

Section 3. Repealer. All prior ordinances that are inconsistent with this ordinance are repealed. All ordinances are hereby amended to be consistent with this ordinance and all ordinances, including this one, shall be construed consistent with the express purpose of this ordinance.

Section 4. Savings and Construction. This ordinance shall be construed consistent with the purpose stated in section 1 hereof. Any ambiguities in this ordinance shall be construed in accordance with the purpose of this ordinance. If any part of this ordinance is invalidated by a court of competent jurisdiction, the remainder of this ordinance shall be saved to the full extent possible.

Section 5. Effective Date. This ordinance shall take effect twenty (20) days after publication.