



# **ERIC** The ERISA Industry Committee

*Driven By and For Large Employers*

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*Bryan Hum, Retirement & Compensation Policy Associate*

June 28, 2017

Chris Christie  
Governor of New Jersey  
P.O. Box 001  
Trenton, N.J. 08625

**RE: New Jersey Assembly Bill 4927 – Paid Family Leave Expansion**

Dear Governor Christie,

The ERISA Industry Committee (“ERIC”) urges you to veto New Jersey Assembly Bill 4927 (“AB 4927”). AB 4927 expands, among other things, aspects of the state’s paid family leave laws to allow employees to receive benefits while caring for a greater number of extended family members. While this is a worthwhile endeavor, doing so would infringe large employers’ ability to provide consistent, generous paid family leave to thousands of employees.

ERIC is the only national association that advocates exclusively for large employers on health, retirement, and compensation public policies at the federal, state, and local levels. We recognize the importance of paid family leave, but believe it should be accomplished in a manner that affords employers the greatest level of flexibility. Most large employers already provide paid family leave benefits greater than what the law requires, and should therefore not be hindered from continuing to do so by state mandates.

New Jersey’s paid family leave laws have been effect since 2009, and has allowed employees to receive paid leave benefits to care for a child, parent, or spouse. This mirrors the definition of “family member” under the federal Family and Medical Leave Act of 1993 (FMLA). The FMLA has been applied uniformly and consistently across all states for decades. The New Jersey legislature, however, is now attempting to add siblings, parents-in-law, grandparents, and grandchildren to the state’s definition of a “family member.” This amendment to the law would be detrimental, adding to the growing patchwork of paid leave laws currently in effect. Employers in New Jersey have been subject to the state’s paid family leave laws for years, giving them time to become familiar with and adapt to the various legal changes. To introduce a new policy now, would mean employers have to once again adapt, adjust, and restructure their paid leave policies. This process is not only timely, but can be financially and administratively taxing; especially for large employers that operate in most, if not every, state. New Jersey should continue with its current law as it has proven to be effective, reliable, and beneficial to both employees and employers.

Currently, AB 4927 would do nothing more than add to the patchwork of state paid family leave laws. Most large, multistate employers already offer some of the highest-quality paid leave plans to employees, and should therefore not be subject to this bill. We welcome the opportunity to work with your office in crafting legislation that benefits all citizens of New Jersey.

Sincerely,

Bryan Hum, Associate, Retirement & Compensation Policy