



FIRE & EMS BULLETIN



PREGNANCY LAW - NEW JERSEY'S FIREFIGHTER PREGNANCY BILL A3810/S4823

In January 2026, Governor Murphy signed A3810/S4823 into law. The law requires fire departments to create policies for the rights and responsibilities of firefighters who are pregnant. The text of the law follows:

... a paid or part-paid fire department or force shall adopt, review, and update, if needed, at least annually, a policy that addresses the job-related issues of any pregnant member of that department or force, including, but not limited to, disclosure of a pregnancy, issuance of a medical certificate by the member's physician in regard to any limitations on job-related duties, and the availability of any light-duty or non-hazardous assignments. The policy shall also provide that a pregnant firefighter will be given information as to when certain job-related tasks may not be appropriate for the member, the use of leave time for pregnancy, and the continuation of employee benefits. In creating this policy, the department or force shall be guided by the standards of the National Fire Protection Association, or of another such professional organization, that apply to the job-related issues affecting pregnant firefighters. This act shall take effect immediately.

New Jersey's law enhances existing labor protection for

- [Pregnant Worker Fairness Act](#) & [Law Against Discrimination](#): The federal PWFA and NJLAD prohibit discrimination and require employers (including fire departments) to provide reasonable accommodations for pregnant workers, such as light duty, unless doing so would cause undue hardship.
- [New Jersey Family Leave Act](#): The NJFLA provides eligible employees with up to 12 weeks of job-protected, unpaid leave to care for a new child or a family member with a serious health condition, or for a qualifying military exigency, covering employers with over 30 employees. While NJFLA itself is unpaid, New Jersey's separate Family Leave Insurance (FLI) program offers wage replacement benefits (85% of average weekly wage, up to a state max) for bonding with a new child or caring for a family member, administered through the NJ Division of Temporary Disability and Family Leave Insurance.

Agencies should work with their labor attorneys to review the [Pregnancy & Lactation for Firefighters Model Template Policy on MSI Fire & EMS](#) as it pertains to the department's operations.