

New Jersey Extends State of Emergency for 30 Days

By James M. McDonnell

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Meet the Authors



James M. McDonnell

Principal

908-795-5208

James.McDonnell@jacksonlewis.com

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New Jersey Governor Phil Murphy has signed [Executive Order 119](#) (EO), extending the state of emergency due to the COVID-19 crisis, originally scheduled to expire on April 8, 2020, an additional 30 days, to May 8, 2020.

In addition to general statistics on the impact of COVID-19, the EO notes positive cases in each of New Jersey's 21 counties. Furthermore, the EO explains New Jersey's continued actions are consistent with those of 41 other states, the District of Columbia, and Puerto Rico, which have all ordered residents to remain at home to combat the spread of COVID-19.

Through the EO, the Governor reiterated that [all prior Executive Orders related to COVID-19](#) remain in full force and effect. Accordingly, the Orders relating to non-essential retail businesses (closure), restaurants (limited to pickup or delivery), daycare (closed, except to provide care for *essential persons*), and other businesses remain in effect. Moreover, the extension of the state of emergency directly affects the ability of employees to utilize state benefits, including, but not limited to, Earned Sick Leave, Temporary Disability, and Family Leave. On March 25, 2020, Governor Murphy signed a law [expanding the scope of each law](#) to provide benefits to employees unable to work due to their own or a family member's inability to work during a state of emergency caused by a pandemic under certain circumstances.

Businesses must plan to maintain the *status quo* of current operations for an additional month. This includes, among other measures, continuing to practice social distancing, accommodate telework or work-from-home arrangements (wherever practicable), and engage in best efforts to keep the staff on-site to the minimum number required to maintain essential operations.

Jackson Lewis will keep you apprised of any developments that affect your business during the COVID-19 crisis. Please contact a Jackson Lewis attorney with any questions.

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