

## **New Jersey Family Leave Insurance**

Quick Reference: [http://lwd.dol.state.nj.us/labor/forms\\_pdfs/tdi/fli\\_poster.pdf](http://lwd.dol.state.nj.us/labor/forms_pdfs/tdi/fli_poster.pdf)

### **Overview of Benefits**

Beginning July 1, 2009, New Jersey law will provide up to six (6) weeks of Family Leave Insurance benefits. Benefits are payable to covered employees from either the New Jersey State Plan or an approved employer-provided private plan.

### **Plan Summary**

Benefits are payable to bond with a child during the first 12 months after the child's birth, if the covered individual or the domestic partner or civil union partner of the covered individual, is a biological parent of the child, or the first 12 months after the placement of the child for adoption with the covered individual.

Benefits are also payable to care for a family member with a serious health condition supported by a certification provided by a health care provider. Claims may be filed for six consecutive weeks, for intermittent weeks or for 42 intermittent days during a 12 month period beginning with the first date of the claim.

Family member means a child, spouse, domestic partner, civil union partner or a parent of a covered individual.

Child means a biological, adopted, or foster child, stepchild or legal ward of a covered individual, child of a domestic partner of the covered individual, or child of a civil union partner of the covered individual, who is less than 19 years of age or is 19 years of age or older but incapable of self-care because of mental or physical impairment.

The Family Leave Insurance benefit does not establish the right of a covered individual to be restored to employment following a period of leave from work. The covered employee's job may be protected if eligible for Family and Medical Leave Act (FMLA) or New Jersey Family Leave Act (NJFLA).

An employee who takes leave under the Family Leave Insurance for a family member with a serious health condition must give the employer reasonable notice unless the time is unexpected. An employee who intends to take leave on an intermittent basis must provide the employer with a minimum of 15 days notice.

An employee who takes leave under the Family Leave Insurance to bond with a newborn or newly adopted child must give the employer thirty (30) days notice prior to the beginning of the leave. Intermittent leave to bond with a newborn or newly adopted child must be taken in periods of seven (7) days or more and the intermittent schedule must be agreed to by the employee and the employer.

### **Carrier/Who to Contact**

[http://lwd.dol.state.nj.us/labor/forms\\_pdfs/tdi/fli\\_poster.pdf](http://lwd.dol.state.nj.us/labor/forms_pdfs/tdi/fli_poster.pdf)

## **Additional Information**

Employees covered under the New Jersey State Plan can obtain information pertaining to the program and an application for Family Leave Insurance benefits (Form FL-1) after June 1, 2009, by visiting the Department Of Labor and Workforce Development's web site <http://lwd.state.nj.us/labor/index.shtml> by telephoning the Division of Temporary Disability Insurance's Customer Service Section at 609-292-7060, or by writing to the Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387.

If an employee is receiving State Plan temporary disability benefits for pregnancy, after the child is born, the Division will mail the employee information on how to file a claim for Family Leave Insurance benefits to bond with the newborn child. If a claim is filed to have Family Leave Insurance benefits begin immediately after the employee recovers from her pregnancy-related disability, she will be paid at the same weekly benefit amount as she was paid for her pregnancy-related disability claim and no waiting period will be required.

The Family Leave Insurance is 100 percent funded by employee contributions through payroll deductions beginning January 1, 2009. The taxable wage base is the same as for Unemployment Insurance and Temporary Disability Insurance and changes each calendar year. Employer contributions are not required.