



# NJ Family Leave Insurance

*Expansion & Improvement*

## What is NJ Family Leave Insurance (FLI)?

NJ FLI is an employee payroll tax funded program that provides partial wages for workers taking leave to care for seriously ill loved ones or to bond with a new child.

Eligible workers must have worked 20 weeks in NJ & earned at least \$200/week or \$10,000 in the base year.

Coming improvements will go into effect on July 1, 2020, see below for more!

## What can I use FLI for?

To bond with a new child (both parents or legal guardians) and to care for a seriously ill loved ones. For caring for loved ones, the law now covers caring for adult children, grandparents, grandchildren, siblings, parents-in-laws, other blood relatives, AND individuals whose "close association with the employee is the equivalent of family". The law also covers workers dealing with issues related to domestic or sexual violence and for their loved ones providing those individuals with care.

## How much paid leave time is available

Currently workers can receive FLI for 6 weeks in a 12 month period. For bonding it is available to use anytime in the first year after adoption or foster placement of the birth of a new baby.

On July 1, 2020 the available leave length doubles to 12 weeks or 56 intermittent days.

## What is the paid leave amount?

Currently workers receive 67% of their average weekly wage up to \$667/week.

Starting July 1, 2020, workers will receive 85% of their average weekly wage up to a maximum weekly benefit of \$881/week.

## What protections do I have?

Employers cannot retaliate against workers who take leave. The NJ Family Leave Act (FLA) allows for 12 weeks of job-protected bonding or caregiving leave and it now covers workers at businesses with 30 or more employees (among other criteria).

For more details please visit the NJ Division of Civil Rights at [www.nj.gov/oag/dcr](http://www.nj.gov/oag/dcr)

The NJ Department of Labor and Workforce Development administers the FLI program, for more visit <https://myleavebenefits.nj.gov/> or call 609-292-7060

NJ Time to Care Coalition  
[www.njtimetocare.com](http://www.njtimetocare.com)  
[info@njtimetocare.org](mailto:info@njtimetocare.org)

