



NJ Family Leave Insurance

Expansion & Improvement

What is NJ Family Leave Insurance (FLI)?

NJ FLI is an employee funded program to provide partial wages for workers on 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 \$172/week or \$8,600 in the past 12 months. The bill was enacted with the Governor's signature on February 19, 2019, but some of the improvements will not go into effect until later in the year and into 2020.

What can I use FLI for?

To bond with a new child (both parents or legal guardians) and to care for a seriously ill family member. The law expands the definition of family for caregiving to include 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 loved ones who are providing them 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 in the first year after adoption or the birth of a new baby. On July 1, 2020 the available leave length will double to 12 weeks. Intermittent leave will become available for up to 56 days.

What is the paid leave amount?

Currently workers receive 67% of their average weekly wage up to \$650/week for 2019. Starting July 1, 2020, workers will receive 85% of their average weekly wage up to a maximum weekly benefit of around approx. \$860/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. Eligibility will expand on June 30, 2019 to cover 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

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

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