

How do I get more information or apply for benefits?

NJ Family Leave Insurance applications, forms, and additional information are available on the NJ Department of Labor and Workforce Development website at:
<http://bit.ly/NJDOLFLI>

NJ Temporary Disability information is available at:
<http://bit.ly/NJDOLTDI>

For **both programs**, you can call the NJ Department of Labor & Workforce Development's Customer Service: **609-292-7060**

The NJ Time to Care Coalition is a diverse group of organizations tackling issues that impact workers and their families.



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NEW JERSEY FAMILY LEAVE INSURANCE PROGRAM



Paid leave for workers in New Jersey when they take time off from work to care for a seriously ill family member or to bond with a newborn or newly adopted child.

What is the New Jersey Family Leave Insurance Program?

Most New Jersey employees pay into the Family Leave Insurance (FLI) program that provides up to **six weeks of partial wages** over a 12-month period when they take time from work to bond with a new child or care for a seriously ill family member (child under 19 or incapable of self care, parent, spouse, domestic or civil union partner).



What are partial wages? Two-thirds (2/3) of a worker's weekly wages, up to a maximum of \$637 a week.*

Who can receive benefits?

In order to qualify, a worker must meet minimum wage requirements — had at least 20 calendar weeks of employment in New Jersey and earned at least \$169 per week, or \$8,500 in the year before taking leave.*

New Jersey FLI does not give workers the right to return to their job after a period of family leave. Your job should be protected if your employer is subject to the federal Family and Medical Leave Act (FMLA) or the New Jersey Family Leave Act (FLA). For more visit, <http://bit.ly/FMLANJFLA>

Fathers as well as mothers are eligible for Family Leave Insurance to bond with a newborn or newly adopted child.



What about temporary disability?

NJ Temporary Disability Insurance (TDI) provides up to 26 weeks **partial wages** (*at the same amount as family leave insurance*) to recover from a non-work related illness or injury, **pregnancy or childbirth**. Eligibility for TDI benefits is based on the same wage requirements as for FLI.

For pregnant workers, benefits are usually payable for 4 weeks before the expected delivery date and 6 weeks after the actual delivery date (8 weeks for a Cesarean). A doctor may certify a pregnancy related disability for a longer period. If you are receiving TDI for a pregnancy-related disability, instructions for claiming FLI for bonding should be sent to you 35 days after your date of delivery.



When do I file a claim?

- Claims are filed with the New Jersey Department of Labor and Workforce Development in their Division of Temporary Disability Insurance (see back page).
- Claims for Family Leave Insurance and Temporary Disability benefits should be filed once you are already on leave.
- Claims should be submitted within 30 days of the first day of leave — if submitted late you can provide a written explanation as to the delay.

You can start an application up to 14 days in advance online, but do NOT submit a claim until you are no longer working.

You must give **your employer 30 days notice** before taking leave if claiming FLI for bonding. When taking leave to care for a family member with a serious illness you must give your employer reasonable advance notice unless you need to take leave unexpectedly.

