

NEW JERSEY STATE AFL-CIO

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PAID FAMILY LEAVE INSURANCE FACT SHEET

The bill (A-873 of 2008 – Prime Sponsors: Sen. Sweeney, Sen. Buono, Assemblyman Albano, Assemblywomen Oliver & Greenstein and Assemblyman DeAngelo) was signed into law by Governor Jon S. Corzine in May 2008. It extends the state's existing Temporary Disability Insurance Program to provide insurance benefits to most New Jersey workers when they take time off to care for newborn and newly adopted children or sick family members.

Who is Eligible?

The vast majority, but not all employees are eligible for benefits, regardless of the size of your employer. This includes workers who are employed by a small business with 50 or less employees. The only workers that are exempt from receiving benefits are federal employees and workers that are exempt from paying Unemployment Insurance contributions, such as the self-employed and independent contractors.

Workers who have been employed for 20 weeks in New Jersey during 52 weeks preceding leave are eligible, keeping in mind the above exemptions.

How Does a Worker Apply for Benefits?

The New Jersey Department of Labor and Workforce Development is developing an application form that will be available after June 1, 2009. The form will be available via the internet at <http://lwd.state.nj.us/labor/fli/fliindex.html> or by telephoning 609-292-7060. This number can also be called to answer questions about the program. Private plans will develop their own forms. Applications will not be accepted prior to the July 1, 2009 program start date. Employees can receive case specific information by e-mailing the department at: fli@dol.state.nj.us

For What Reasons Can Employees Take Paid Leave?

To care for a newborn, within 12 months of birth, or to care for a newly adopted child, within 12 months of placement, or to care for a family member with a serious health condition. Eligible family members are spouses, civil union partners, domestic partners, parents or children. Paid Family Leave cannot be used to care for yourself if you get sick.

What is the Length of Leave Allowable?

Permits up to six weeks of leave for workers to provide care for a sick family member or care for a newborn or newly adopted child. Employees receive six weeks for “any one period” of family leave or 42 days with respect to “any one period” of family leave taken on an intermittent basis to care for a sick family member. This occurs during any 12 month period.

