



Paid family leave laws are changing across the U.S. as more states recognize the importance of employee time off for caring and healing.

Stay up to date with the latest in paid leave legislation with **Leave and Absence Management Solutions from Unum.**

Who is covered?

Employer coverage

- All employers are covered
- Employers may use the state or a private plan. Private plans must be approved by the state.

Employee eligibility

Employee must have either:

- Worked 20 calendar weeks in New Jersey during the base year, earning \$172 or more each week
- OR
- Earned at least \$8,600 in the last year before the start of family leave

Reasons for leave

- To care for a seriously ill family member (child, spouse, registered domestic partner, civil union partner, parent). If a child is 19 or older, he/she must be incapable of self-care because of a mental or physical impairment.
- To bond with a new child due to birth or adoption within the first year of the child's birth or placement

Benefit amount

Maximum annual leave duration

- 6 weeks (42 days) of paid leave in any 12-month period
- OR
- Until benefits equal 1/3 of the employee's total wages during the base year, whichever comes first

Pay during leave

- 66% of an employee's average weekly wage
- Maximum weekly benefit (2019) = \$650

Other protection and provisions

- This law does not provide job protection
- A 7-consecutive-day waiting period applies, except when FLI immediately follows leave for an employee's own illness under state Temporary Disability Insurance
- The employer may also require that employees use 2 weeks of vacation/PTO at 100% pay before receiving FLI benefits. This time can be included as part of the maximum leave period.
- Leave for bonding must be taken in increments of 7 days or more, even when the employer allows intermittent leave



New Jersey Family Leave Insurance



With Unum Leave and Absence Management Solutions, you can be sure your organization stays in compliance with ever-changing laws, helping you avoid costly fines and legal fees while ensuring your employees get the time off they're entitled to.

To learn more, visit unum.com/fmla or contact your Unum Sales Representative.