



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

- Safe leave for victims of domestic violence or sexual offense for activities that may be taken under the NJ Security and Financial Empowerment Act (NJ SAFE).
- To care for a seriously ill family member (child of any age, parent, parent-in-law, spouse, domestic partner, civil union partner, grandparent, grandchild, sibling, or any other individual related by blood or whose close association is equivalent of a family relationship).
- To bond with a new child due to birth or adoption/foster care placement 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

Benefit amount (Effective July 1, 2020)

Maximum annual leave duration

- 12 weeks (56 days) of paid leave in any 12-month period

Pay during leave

- 85% of an employee's average weekly wage
- Maximum weekly benefit (2020) = approximately \$860

Other protection and provisions

- This law provides job protection.
- Employees may elect to use (employer cannot require) available vacation/PTO at 100% pay before using FLI benefits.
- Leave for bonding must be taken in increments of 1 day or more.



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.

Note: Current as of June 12, 2019 and subject to change as additional information becomes available from the state.

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