

New Jersey Family Leave Insurance

This document is informational only and not administered by ConvaTec. It is your responsibility to apply directly with the State of New Jersey. All Leave benefits run concurrent. For additional eligibility and information regarding New Jersey Family Leave, contact the State directly using the information below.



Family Leave Insurance

Apply for benefits when you need time off work to bond with a new addition, or care for a family member.

About the Program

*Family Leave Insurance provides New Jersey workers cash benefits for up to **twelve weeks** to bond with a newborn, newly adopted, newly placed foster child, or to provide care for a seriously ill or injured family member.*

For a comprehensive overview of Family Leave Insurance, FAQ's, and filing instructions, please visit the New Jersey Division of Temporary Disability and Family Leave Insurance:

<https://myleavebenefits.nj.gov/labor/myleavebenefits/worker/fli/>

Who is eligible for Family Leave Insurance benefits?

All New Jersey workers who contribute to the state plan for Family Leave Insurance. To have a valid claim for New Jersey Family Leave Insurance, you need to have paid into the program through your employment and meet minimum gross earnings requirements. These requirements may change year to year.

How do I apply for Family Leave Insurance benefits?

*You can apply online, which is the easiest way to apply for benefits. Once you submit your application, you will receive an immediate confirmation. If you have any questions, please contact the **Division of Temporary Disability and Family Leave Insurance at (609)-292-7060.***

Is there a time limit for applying for Family Leave Insurance benefits?

You have 30 days from the first day of your leave to file your claim. If your claim is received more than 30 days after the first day of your leave, you must provide a reason why the claim was not filed on time. Family Leave Insurance Benefits may be reduced or denied for late applications.

When can I apply for Family Leave Insurance benefits to bond with my newborn?

Mothers who have given birth: *The bonding period can begin after your doctor certifies that you have medically recovered from the birth. (This typically will be the first day following your last day of maternity leave under the ConvaTec STD Plan).*

If you choose to wait to apply for Family Leave Insurance benefits for bonding, you have up until your child's first birthday to complete a new, non-transitional claim.

Fathers/partners with newborns: *Parents of newborns who work in New Jersey may qualify for up to six weeks of cash benefits for time off from work to bond with a baby **during the infants first year**. The applicant or his or her spouse, domestic partner, or civil union partner must be the biological parent.*

If you choose to wait to apply for Family Leave Insurance benefits for bonding, you have up until your child's first birthday to complete a new, non-transitional claim.

What benefits are available to family caregivers?

You can apply for Family Leave Insurance benefits to care for a family member with a serious health condition. A health care provider must certify the condition and that your family member needs your care. Care may be taken in one continuous period, or as many or as few days at a time during a 12-month period.

What family members can I care for?

- **Parents**
- **Spouse**
- **Children of any age**
- **Parents-in-law**
- **Grandparents/grandchildren**
- **Domestic partners**
- **Any other individuals related by blood or whom you consider family**

What is the difference between Family Leave Insurance (FLI) and the Family Medical Leave Act (FMLA) or the New Jersey Family Leave Act (NJFLA)?

New Jersey Family Leave Insurance (FLI) *is a partial wage-replacement program. It does not guarantee employer-approved time off or job protection.*

*However, your job may be protected under the Federal Family and Medical Leave Act (**FMLA**) or the New Jersey Family Leave Act (**NJFLA**), which require covered employers to provide their employees with unpaid, job-protected leave for up to 12 weeks.*

These programs are not related, and you may be eligible for Family Leave Insurance benefits whether your job is protected under FMLA or NJFLA.

Please see below example of coordination of benefits for a Full-time employee with 15 years of service living and working in **New Jersey**, biweekly salary \$2,000 filing for leave due to maternity.

Benefit Eligibility for Mothers

FMLA: 12 weeks (job protection)

CVT STD Benefit Eligibility: CVT STD policy for maternity provides 6 weeks after delivery, or 8 weeks if cesarean delivery for CVT STD 100%, \$2,000 biweekly

NJ TDB: 66 2/3% of weekly wages (maximum benefit: \$1,334 biweekly effective 01/01/2020)

Coordinated Result Maternity/Disability: Employee will receive NJTDB check in the amount of \$1,334

CVT Payroll will issue STD Pay in the amount of \$666 during period of maternity/disability.

NJFLI: Maximum Duration of **12 weeks** and are payable to cover bonding during the first 12 months following the birth of the child paid at 85% of weekly wages (2021 weekly maximum benefit: \$903). Employee must file directly with the state of NJ for NJFLI post-delivery.

NJFLA: NJFLA begins after disability end date (cannot be used for an employee's own condition) and will run concurrently with NJFLI. **CVT Payroll: Does not issue payment for bonding.**

***During intake of your claim with Prudential, your NJTDB claim will be filed.

*** For additional information regarding NJFLI, please go to <https://myleavebenefits.nj.gov/labor/myleavebenefits/worker/fli/>

Benefit Eligibility for Fathers

FMLA: 12 weeks (job protection)

CVT Paternity Benefit Eligibility: CVT Adoption/Foster Care and Paternity Leave policy for paternity provides 1 week paid leave of absence to care for a newborn child(ren) to fathers who have completed six months of service. Paternity leave may be taken within 90 days measured forward from the first day of birth of the child.

NJFLI: Maximum Duration of **12 weeks** and are payable to cover bonding during the first 12 months following the birth of the child paid at 85% of weekly wages (2021 weekly maximum benefit: \$903). **Employee must file directly with the state of NJ for NJFLI.**

NJFLA: NJFLA (cannot be used for an employee's own condition) and will run concurrently with NJFLI.

Coordinated Result of Paternity Leave and Bonding: Employee will receive one week of Paternity Leave issued by ConvaTec payroll and up to twelve weeks NJFLI paid at 85% of weekly wages (2021 weekly maximum benefit: \$903). **CVT Payroll: Does not issue payment for bonding.**

*** For additional information regarding NJFLI, please go to

<https://myleavebenefits.nj.gov/labor/myleavebenefits/worker/fli/>