



Are any benefits available if I need to care for a sick or injured family member?

Family Leave is not just for workers bonding with a new child, but also for workers who need time off to care for a seriously ill family member. You can receive benefits if you need to care for any individual related by blood or that you consider to be family.

How do I apply for benefits?

The quickest and easiest way to file a claim is online at myleavebenefits.nj.gov.

Note: File a Temporary Disability application for time off from work due to your own inability to work because of pregnancy, illness, or injury. File a Family Leave application if you want time off to bond with a new child or to care for a seriously ill family member.

When can I file a claim?

You have 30 days from the start of your leave to file your Temporary Disability or Family Leave application. If filing online, you may start the application up to 60 days prior to your anticipated period of disability or family leave.

Answers to most questions
can be found at:
myLeaveBenefits.nj.gov

For further assistance

Phone: 609-292-7060
Monday – Friday
8:30 a.m. – 4:30 p.m.

Fax: 609-984-4138

Temporary Disability and
Family Leave Insurance
PO Box 387
Trenton, NJ 08625

Coming in 2020

Increased benefits,
more time for family leave.



Temporary Disability & Family Leave Insurance

**Benefits for
new and
expecting
parents who
work in
NJ**



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What benefits are available?

For women who are unable to work, Temporary Disability Insurance (TDI) covers the final weeks of pregnancy, or sooner if complications arise, and allows for a recovery period after giving birth. Family Leave Insurance (FLI) extends the benefit to parents to bond with a newborn, newly adopted, or newly placed foster child.

How do I know if I might be eligible for benefits from the state?

Benefits from NJ Temporary Disability and Family Leave Insurance are available to most New Jersey workers. Some employers may choose to have a private insurance plan instead, and those must meet state requirements. To qualify for state benefits, you must have worked 20 weeks earning at least \$172 weekly, or have earned \$8,600 in the base year period. To calculate your benefit amount, we use the wages reported to the state during the base year period.

How much money can I expect?

If eligible, you'll receive 2/3 of your average weekly salary up to a maximum of \$650 per week, provided you're not being paid by your employer. You'll get a debit card in the mail when your application review begins. Funds will be put on the card once you're approved.

How soon will I see funds on my debit card?

It takes about two weeks for a claim to be approved and benefits to be paid, once you submit a completed application – including your doctor's section. To speed up processing, review your application for missing or incorrect information. For online applications, follow up with your doctor's office to verify they've submitted your medical forms.

What must I do to complete my application?

It is your responsibility to gather and submit all the information required to receive your benefits. You must submit: your completed application, which includes certification from your doctor or health care provider, and your employment information for every employer you worked for in the 6 months prior to your leave. Your application will be processed only when all required information is provided.

How long can I receive benefits?

It depends on the circumstances of your pregnancy and child birth. Most physicians recommend an expectant mother stop working four weeks before her scheduled due date, and that she recover for six weeks following a vaginal delivery and eight weeks after a Cesarean birth. Temporary Disability benefits may be extended if there are complications.

Six weeks of Family Leave benefits are available to postpartum mothers after they have recovered from the birth and their Temporary Disability benefits end. Six weeks of Family Leave benefits are also available to the father or non-birth parent and to adoptive or foster parents within the first 12 months of a child's birth or placement.

When do I tell my employer I want to take family leave?

Family Leave benefits may be taken in one continuous period, or on a day-by-day basis.

To take leave to bond with a child in one continuous period, you must notify your employer 30 days in advance of the date you plan to start your leave.

To take leave in non-consecutive days, you must notify your employer 15 days in advance.

Your employer may not require you to use company paid time off prior to utilizing Family Leave benefits, and the duration of your Family Leave benefits cannot be reduced.

Will my job be protected?

If an employer retaliates against you for using Temporary Disability or Family Leave benefits, you have the right to take legal action. In addition, there are state and federal laws that apply to many NJ workers. During pregnancy and child birth recovery, your job may be protected under the Federal Family & Medical Leave Act (FMLA). While bonding with a new child, your job may be protected under FMLA and the NJ Family Leave Act (NJFLA). The NJFLA requires employers with 30+ employees to provide job-protected family leave as of June 30, 2019. For more info on NJFLA, please contact the Division of Civil Rights at (973) 648-2700 or (609) 292-4605 or visit www.njcivilrights.gov. For more info on FMLA, visit dol.gov/whd/fmla.

