



## New parent? Need time to bond with a child who became part of your family by birth or adoption?

**Paid Family Leave** gives you time to

- bond with a newborn during the first 12 months after the child's birth. (You, your spouse, your domestic partner or your civil union partner must be the biological parent of the child.)
- or
- bond with an adopted child during the first 12 months after the child's placement.

New Jersey's Family Leave program can give you up to 6 weeks of financial benefits to bond with your new baby. You and your spouse or partner may apply for family leave benefits any time during the first year after your child was born or adopted. Each eligible person can claim up to 6 weeks of financial benefits in a 12-month period.

New mothers who receive temporary disability insurance benefits for their pregnancy will get special instructions on how to file for family leave benefits.

### Important Information about Applying

Bonding leave must be taken in periods of 7 or more consecutive days, unless your employer allows you to take leave in non-consecutive periods. In this case, each intermittent leave period must be at least 7 days. If you are taking intermittent leave for bonding, you and your employer must agree on the intermittent schedule you will be required to submit.

You must give your employer 30 days' notice before starting your family leave. Your benefit may be reduced by 14 days if you do not give your employer proper notice.

New Jersey's family leave insurance does not guarantee job protection. Ask your employer if you are eligible for benefits under the federal Family and Medical Leave Act (FMLA), which contains some job protections.

**Learn more** about family leave benefits for bonding at [nj.gov/labor/fli-bonding](https://nj.gov/labor/fli-bonding).

**Apply online** (the easiest way to file!) at [nj.gov/labor/fli-apply](https://nj.gov/labor/fli-apply).

You can start an online application up to 14 days before your first day of leave, then complete and submit the claim online after your first day of leave. Family Leave claims require information from you and your employer; all parts can be completed online. Online filing is easy and expedites processing.

Phil Murphy  
Governor

Robert Asaro-Angelo  
Acting Commissioner

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