

Funding

What is the source of the funding? Is it tied to federal funding in any way?

- As outlined in the [Notice of Grant Opportunity \(NGO\)](#), the CARE Grant is funded by state resources. It is not tied to federal funding.

Do you have to apply for each section separately? What is the maximum for each section of funding?

- Grantees applying for funding for multiple topic areas must differentiate the funds for each category. Award amounts will depend on the quality of proposals, with average total award ranging from \$50,000 to \$200,000. NJDOL will consider those outside this range if the applicant provides justification.

What is the anticipated grant start date?

- The CARE Grant program runs June 1, 2025 – May 31, 2026.

Since awards are anticipated June 2 is there lag between award notification and start of grant period? Or does award notification begin the grant period start?

- Yes, the award notification will signal the start of the grant period and grantees can begin activities and begin submitting monthly financial reports for reimbursement. The contract process takes a few months and grantees typically need to go through work plan and budget revisions.

Can you explain how this CARE grant impacts the Earned Sick Leave law?

- Earned Sick Leave has been combined with Work Rights this grant cycle.

Can a group apply for a grant covering more than one of the four areas?

- Yes, applicants can apply to do outreach, education and/or technical assistance for Work Rights, Temporary Disability Insurance and Family Leave Insurance, Unemployment benefits, and/or Domestic Workers' Bill of Rights. Each of these topics has its own funding stream.

Is your funding in jeopardy from the DOGE cuts?

- The CARE Grant is fully funded by state resources, with no federal funding supporting it.

Is there a cap on how much collaboratives can request in each category?

- No. Award amounts will depend on the quality of proposals, with average total awards ranging from \$50,000 to \$200,000. NJDOL will consider those outside this range if the applicant provides justification

Is the funding range of \$50,000-\$200,000 the total amount we can request, or is this the range for each topic area? (Other than Domestic Workers' Bill of Rights, which only has a total of \$100,000 available.)

- Award amounts will depend on the quality of proposals, with average total award ranging from \$50,000 to \$200,000. NJDOL will consider those outside this range if the applicant provides justification.

Domestic Workers' Bill of Rights

Can you explain the Domestic Workers' Bill of Rights 5-year experience requirement?

- The [Domestic Workers' Bill of Rights law](#) mandates NJDOL provide \$100,000 in outreach and education funding to organizations that have a minimum of five years of experience working directly with domestic workers and their service providers. For this reason, the designated \$100,000 in CARE funding available for Domestic Workers' Bill of Rights will only be awarded to organizations that meet this eligibility criteria.

On the issue of the Domestic Workers' Bill, if we don't have five years experience working with this population but expect to promote that law to our community because we know there are people who work in that sector, would we just include that outreach as part of workers rights outreach? So if we are funded that would be a legitimate part of the workers rights outreach that we report, and so forth?

- Work Rights funding is separate from Domestic Workers' Bill of Rights funding. Grantees that receive only Work Rights funding are required to do outreach on Earned Sick Leave, minimum wage, overtime, wage theft and wage payment, employee misclassification, and optionally the Temporary Workers' Bill of Rights. Any additional outreach on the Domestic Worker's Bill of Rights would be at the discretion of the grantee.

Is a place like CUMAC (large open pantry/market) eligible for the Domestic Workers' Bill of Rights funding? Many of our clients are employed as domestic workers, though we don't necessarily have documentation to that end (we don't require that everyone provide us with employment information).

- In accordance with the [Domestic Workers' Bill of Rights law](#), only organizations that have a minimum of five years of experience working directly with domestic workers and their service providers are eligible to receive the \$100,000 in CARE funds for Domestic Workers' Bill of Rights outreach and education. Applications will be assessed based on this criteria.

If we are applying for Work Rights, we should anticipate the activity of promulgating/explaining the Domestic Workers' Bill of Rights, correct?

- Work Rights is separate from Domestic Workers' Bill of Rights funding. Grantees receiving Work Rights funding are required to do outreach on Earned Sick Leave, minimum wage, overtime, wage theft and wage payment, employee misclassification, and optionally the Temporary Workers' Bill of Rights. Any additional outreach on Wage and Hour laws is at the discretion of the grantee.

We are a 501c-3 organization in operation for 18 months, can we apply for the Domestic Workers' Bill of Rights funding?

- The [Domestic Workers' Bill of Rights law](#) mandates NJDOL provide \$100,000 in outreach and education funding to organizations that have a minimum of five years of experience working directly with domestic workers and their service providers.

- NJDOL's interpretation is that the requirement for five years of experience does not necessitate that the organization was incorporated for the entire period. For example, the organization could have been an unincorporated community-based organization for part of the time. The group must demonstrate that they have spent five years working directly with domestic workers or their employers.

Eligibility

We were part of a collaborative in 2023. Can we apply as a lead applicant in this round?

- Yes, previous collaborative partners can apply as a lead organization.

We have a history of working with home-based child care providers, would that count as experience working with domestic workers?

- No, individuals that own a home-based child care business are not considered domestic workers under the Domestic Workers' Bill of Rights. In addition, these individuals are typically not "employees" of their business, so they are not covered by the work rights laws and benefit programs the CARE grant includes, like Temporary Disability, Family Leave and Unemployment Insurance.

Our Community Health Department does a lot of outreach events. Would we be able to apply for this grant?

- Yes, municipal and county government entities are eligible to apply.

Can a group apply for a grant in one of the areas, and be a subgrantee on a collaborative in a different group's application in another area?

- No, organizations can only submit one application, either as an individual organization, lead organization within a collaborative, or a partner organization in a collaborative. Please consider carefully which role is the best fit for your organization and for the goals of the CARE Grant program.

If a grantee is awarded a grant, can they apply for additional NJDOL grants?

- Yes. Receiving a CARE grant does not prohibit grantees from receiving other NJDOL grants.

Outreach Activities

As a labor union, we often focus on work rights with nonunion workers but we often also discuss other topics in our outreach such as union specific issues or immigration issues. Can we still apply for this grant if our activities are not exclusively covering Work Rights?

- Yes, grantees frequently incorporate CARE Grant outreach efforts into their existing programs. It is important for grantees to clearly document how their time and expenses are allocated between CARE-related activities and non-CARE activities.

Is providing outreach to your own employees an allowable activity?

- No. Under the law, employers are already obligated to provide notice and information on these laws.

How many people do you think we should reach with our outreach methods? 300 to 1,000 for the grant period?

- There is no predetermined number of individuals, employers, or services providers that grantees are required to reach. Applicants should set realistic goals and deliverables based on their organization's experience and programs. The program seeks to increase individuals', employers', and services providers' awareness of and equitable access to work rights, Paid Family and Medical Leave benefits, and Unemployment benefits, through methods that are community centered, culturally relevant and accessible, and language specific

Can a grantee provide training such as an instructor or Train-the-Trainer class to other grantees?

- Yes. Grantees can develop curriculum and train workers, employers, community organizations, and social service agencies, including fellow grantees.

SAGE/IGX

Which version of SAGE does NJDOL use, green or blue?

- NJDOL's SAGE can be [accessed here](#).

If we already have a SAGE profile, should we still submit an application interest form?

- Yes, to obtain access to SAGE, applicants must complete the application interest form by April 1, 11:59 pm.

Are fiscal and programmatic reports submitted through SAGE?

- Yes, grantees are required to submit monthly expense reports and quarterly programmatic reports through SAGE.

How long after submitting the interest form before we obtain SAGE access?

- 1-2 business days depending on response times.

Application Components

Where would we get the Tax Clearance Certificate if we do not have it?

- Tax Clearance Certificates can be obtained through your [Premier Business Services \(PBS\) portal account](#).
- For more information, see the [NGO](#) or the [Division of Taxation](#).

If we already receive funds from different state grant, then we should already have a Tax Clearance Certificate, correct?

- Most likely yes, however, for the CARE grant application your organization's New Jersey Treasury Tax Clearance Certificate must be current within 90 days of application submittal.

Do we need one work plan for each organization in a collaborative?

- Yes, each partner organization in a collaborative must submit a work plan, budget detail, and commitment letter.

If we have received funds in the past, we should already be registered with NJ Start, correct?

- Yes, if you have received funds in the past, you should already be registered. NJStart is managed by the Department of the Treasury. Questions about registration should be directed to njstart@treas.nj.gov or 609-341-3500. You can also find information on their [Vendor Support page](#).

Do the attachment documents have page limits? Questions, Workplan, Organizational commitments and capacity?

- The Work Plan, Organizational Commitment and Capacity, and Grant Application Questions should add up to no more than 30 pages, but can be fewer.

If we are a prior grantee, do you still want us to fill out the interest form?

- Yes, to obtain access to SAGE, applicants must complete the application interest form by April 1, 11:59 pm.

In NJStart, one of the sections asked for a W9 Form. Does a non-profit 501c3 organization need to fill out that form?

- NJStart is managed by the Department of the Treasury. Questions about registration should be directed to njstart@treas.nj.gov or 609-341-3500. You can also find information on their [Vendor Support page](#).

In NJStart - what does net 30 days and shipping time mean? Is it necessary to fill out that section?

- NJStart is managed by the Department of the Treasury. Questions about registration should be directed to njstart@treas.nj.gov or 609-341-3500. You can also find information on their [Vendor Support page](#).

If we are applying for two topic areas (e.g. Work Rights and Paid Family & Medical Leave), do we submit separate applications or a single application with information, including budget, for each topic?

- Applicants should submit one application. You can request specific funding amounts for each outreach category using Schedules A, B, and C in SAGE.

Budget

How does NICRA work with the grant program?

- Organizations may use a 15% indirect cost rate, or a current Negotiated Indirect Cost Rate Agreement (NICRA) if they have one. This rate only applies to personnel costs.
- If an organization uses their NICRA rate, the organization must submit a current copy of their NICRA rate with the CARE Grant application.

How do you determine the breakdown of staff costs across the different areas? Is it based on the time we anticipate they would spend on each area?

- Yes, you should distribute costs proportionally across the funding categories according to the amount of time staff spends conducting outreach on each topic.

Will having a large number of volunteers and consultants pose any issues for the budget?

- No. Please list costs associated with volunteers and consultants on Schedule B and Schedule C, as applicable.

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Can grantees use part-time employees on this grant?

- Yes, applicants should include all staff time related to the grant on Schedule A.

Can grantees use outside contractors or 1099 employees to develop grant materials or instruct specific classes or portions of training sessions?

- Yes. Applicants should include these expenses on Schedule C.

Does the CARE grant cover refreshments for participants that attend our in-person events?

- No. NJDOL cannot reimburse grantees for the cost of refreshments.

Additional Questions

Will access to today's recording be made available to those attending the meeting?

- Yes, the recording can be found on [NJDOL's grants webpage](#).

Is an SSN necessary for access to TDI/FLI and UI?

- Yes, to qualify for Temporary Disability Insurance, Family Leave Insurance, or Unemployment Insurance, you must have a Social Security Number.

Are any DOL rights or benefits available to undocumented folks?

- The New Jersey Department of Labor and Workforce Development enforces Wage and Hour Laws regardless of immigration status.
- To apply for Temporary Disability Insurance, Family Leave Insurance, or Unemployment Insurance, you must have a Social Security Number.

After obtaining the grant, what reporting is required?

- Grantees are required to submit monthly expense reports and quarterly programmatic reports.