

# Changes to our programs



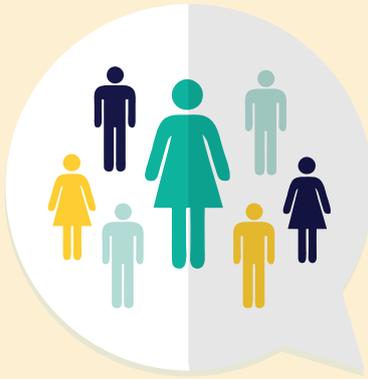
## Temporary Disability (TDI)

### ANTI-RETALIATION

If an employer retaliates against an employee for using Temporary Disability benefits, the employee has the right to take legal action.

### STATE WORKERS' SICK TIME

NJ State Employers may require up to 2 weeks of accrued sick time to be used before receiving TDI. State employees cannot be required to use their last week of sick time.



## Family Leave (FLI)

### ANTI-RETALIATION

If an employer retaliates against an employee for using Family Leave benefits, the employee has the right to take legal action.

### EXPANSION OF FAMILY DEFINITION

Employees can use Family Leave benefits to care for a child, spouse, parent, or domestic partner, as well as parents-in-law, siblings, grandparents, grandchildren, any blood relative and anyone who is the equivalent of family – their loved ones.

### FOSTER CHILDREN

Now employees can claim benefits to take time off to bond with a new foster care placement.

### DOMESTIC OR SEXUAL VIOLENCE

Victims of domestic or sexual violence and their family caregivers are both eligible for Family Leave benefits.

### NO ENTITLEMENT REDUCTION

Employees may now take company-paid time off in addition to the maximum duration of Family Leave benefits to which they are entitled. Employers may not require employees to use company paid time off prior to utilizing Family Leave benefits.

### NO WAITING WEEK

Although it still applies to TDI, employees don't have to wait anymore to be paid for the first week of FLI benefits.



**October 2019**

### FILING EARLY

Employees can start their applications up to 60 days in advance.



**June 17, 2020**

### PARTIAL RETURN TO WORK

With employer approval, employees who have been on disability can transition back into the workplace on a partial schedule and still receive partial benefits.



### FILING EARLY

Employees can start their applications up to 60 days in advance.



**July 1, 2020**

### INCREASED WEEKLY BENEFIT RATE AND DURATION

Maximum payable: \$881/week  
Continuous leave: 12 consecutive weeks  
Non-continuous leave: 56 separate days

## WEEKLY BENEFIT RATE INCREASE FOR BOTH PROGRAMS STARTING JULY 1



**TDI and FLI WILL PAY 85% OF THE EMPLOYEE'S AVERAGE EARNINGS.**



For more information on all of these topics, visit [myleavebenefits.nj.gov](https://myleavebenefits.nj.gov)