

Member Assistance Program

Local 1262 is pleased to provide this information to you as part of MAP, our Member Assistance Program, which provides services and information for our members and their families on issues confronting them off-the-job.

New Jersey's Paid Family Leave Insurance (FLI) Benefits 2016



New Jersey's Paid Family Leave Insurance (FLI) Benefits Law provides workers with up to six weeks *paid leave* so they can bond with a newborn or newly adopted child or care for a sick family member. This law should not be confused with the Federal Family and Medical Leave Act (FMLA), which provides for 12 weeks of *unpaid leave* for bonding with a newborn or adopted child, caring for a sick family member, or recovering from one's own serious illness. Should someone choose to combine NJ's FLI with the

FMLA, the maximum amount of leave time that can be taken in one 52 week period is twelve weeks, but you can only receive up to six weeks maximum of Family Leave Insurance benefits.

Who Qualifies?

Anyone who has worked at least 20 weeks in which they have earned **\$168** or more during each of those weeks or an employee who has earned at least **\$8,400** during the previous 52 weeks before the leave is needed (the weeks worked don't necessarily have to be with your current employer).

Do you get full wages? How is the coverage calculated? Is it based on hours paid or worked?

You receive up to two-thirds of your average weekly rate up to a maximum of **\$615** per week. This amount is adjusted slightly every year. Employees can receive a maximum of six weeks Family Leave Insurance benefits in a 12-month period, which begins the first day the individual establishes a valid claim for Family Leave Insurance. An individual cannot receive more than six weeks of paid FLI benefits during a 12 month period even if the request is for a different care recipient.

Do I have to use my vacation, sick and/or personal time first?

Benefit entitlement may be reduced by up to two weeks for any paid sick leave, vacation time or other leave granted at full-pay which the employer requires to be taken.

When will I start to collect Family Leave Insurance Benefits?

The first seven days following the filing of a claim is considered a "waiting week." No benefits are paid for this week until benefits have been paid in each of the three weeks immediately following the waiting week.



Does this law mean my employer has to give me time off?

No. It doesn't actually provide the **right** to take time off. What it provides is partial wage replacement.

What is the procedure for requesting NJ's Paid Family Leave Benefit?

You must first get approval from your employer. Requests should be made at least 30 days in advance, unless you can prove the situation is an emergency. For more information on NJ's Paid Family Leave or to download or request forms, go to <http://lwd.dol.state.nj.us/labor/fli/fliindex.html>

If you have additional questions, please call your
Union Representative

From NJ 1-800-562-6913 — From Other States 1-800-526-7814

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