



the work and family legal center

80 Maiden Lane, Suite 606, New York, NY 10038 | t: 212.430.5982 | f: 212.430.5983 | info@abetterbalance.org | abetterbalance.org

NAME OF LAW	EMPLOYERS COVERED	ELIGIBLE EMPLOYEES	WHAT THE LAW PROVIDES	WHAT TO DO
<p>Temporary Disability Benefits Law</p>	<p>-All New Jersey employers covered by the Unemployment Compensation Law (including domestic employers who have paid at least \$1000 to the employee in a calendar quarter, and labor unions who have paid the employee at least \$1000 in a calendar year)</p> <p>-The State of New Jersey, including Rutgers, The State University, the University of Medicine and Dentistry of New Jersey and the New Jersey Institute of Technology</p> <p>-NOT other governmental entities, unless they choose to be covered. If you're unsure whether your employer is covered, ask your employer.</p>	<p>-Employees who cannot work because of a disability NOT caused by their job</p> <p>-Disability must occur during employment or within 2 weeks of last day of employment*</p> <p>-For State Plan: individuals disabled for more than 7 days, who have earned at least \$7,300, or have worked at least 20 calendar weeks in which they earned at least \$145 per week, in the 52 weeks immediately before the week disability began</p> <p>-NOT members of the Division of State Police in the Department of Law and Public Safety</p> <p>*If you become disabled more than 14 days after your last day of employment, your claim is processed under the Disability During Unemployment Program. You must meet the requirements of the Unemployment Compensation Law except ability to work.</p>	<p>-Provides eligible individuals with up to 26 weeks of cash benefits during a 12 month period</p> <p>-Pregnancy qualifies as a disability</p>	<p>If your employer has a private plan for Temporary Disability Insurance (TDI) benefits, submit your claim through that plan.</p> <p>If your employer does not have a private plan for TDI benefits or you became disabled more than 14 days after your last day of employment:</p> <p>-When you have stopped working and your doctor certifies that you are disabled, you, your doctor and your employer must complete claim form DS-1 and mail or fax it within 30 days of the beginning of the disability to:</p> <p>Division of Temporary Disability Insurance            PO Box 387            Trenton, NJ 08625-0387            Telephone No.: (609) 292-7060            Fax No: (609) 984-4138</p> <p>-Access claim form DS-1 online at <a href="http://lwd.dol.state.nj.us/labor/forms_pdfs/tdi/WDS1.pdf">http://lwd.dol.state.nj.us/labor/forms_pdfs/tdi/WDS1.pdf</a></p>



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<p>Family Leave Insurance (part of the Temporary Disability Benefits Law)</p>	<p>-All New Jersey employers covered by the Unemployment Compensation Law (including domestic employers who have paid at least \$1000.00 to the employee in a calendar quarter, and labor unions who have paid the employee at least \$1000.00 in a calendar year)</p> <p>-Governmental employers</p>	<p>-New Jersey employees</p> <p>-For State Plan Family Leave Insurance benefits: who have earned at least \$7,300, or have worked at least 20 calendar weeks in which they earned at least \$145 per week, in the 52 weeks immediately before the beginning of the family leave</p> <p>-Family leave must occur during employment or within 2 weeks of last day of employment*</p> <p>*If you apply for Family Leave Insurance benefits more than 14 days after your last day of employment, while unemployed, your claim is processed under the Family Leave Insurance Benefits During Unemployment program. You must meet all the requirements of the Unemployment Compensation Law with the exception of establishing availability to work.</p>	<p>- Up to 6 weeks of cash benefits during a 12 month period, to:</p> <p>-Bond with a child during the first 12 months after the child’s birth, or during the first 12 months after the placement of the child for adoption with the covered individual. Leave must be for a continuous period greater than seven days unless the employer permits the leave to be taken in non-consecutive periods greater than seven days.</p> <p>-Care for a family member with a serious health condition.</p>	<p>-If your employer has a private plan for Family Leave Insurance (FLI) benefits, submit your claim through that plan.</p> <p>-If your employer does not have a private plan for FLI benefits or if you apply for FLI benefits more than 14 days after your last day of employment:</p> <p>-When you have stopped working and begun your family leave, you and your ill family member’s doctor should complete claim form FL-1 and mail or fax it to:</p> <p>Division of Temporary Disability Insurance</p> <p>PO Box 387</p> <p>Trenton, NJ 08625-0387</p> <p>Fax No: (609) 984-4138</p> <p>Telephone No: (609) 292-7060</p> <p>-Access claim form FL-1 online at located at <a href="http://lwd.state.nj.us/labor/forms_pdfs/tdi/fl1.pdf">http://lwd.state.nj.us/labor/forms_pdfs/tdi/fl1.pdf</a></p>



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New Jersey Family Leave Act (NJFLA)	<p>-All employers with at least 50 employees located anywhere nationwide who have been working for at least 20 weeks during the current or previous year.</p> <p>-Includes the State of New Jersey and all governmental entities, regardless of the number of employees</p>	<p>- Employees working in New Jersey who have worked for employer for one year and at least 1,000 hours, including paid overtime hours, during the 12 months prior to taking leave</p> <p>- An employer may deny leave to employees whose salaries are within the highest 5% of all employees or the 7 most highly paid employees if their absence would have a substantial negative effect on the business. The employer must provide proper notice to these employees.</p>	<p>-Same as the federal Family and Medical Leave Act, except:</p> <p>-Employees may not use leave time for own medical condition</p> <p>-Employees may use leave to care for a parent-in-law</p> <p>- Employees may use leave to care for a civil union partner.</p> <p>- Provides for 12 weeks of leave in a given 24-month period</p>	<p>If you think you have been denied family leave or are the victim of discrimination, you may file a complaint with the New Jersey Division on Civil Rights. The Division has multiple offices in New Jersey:</p> <p><b>Trenton:</b> 140 East Front Street, 6<sup>th</sup> Floor, Trenton, NJ 08625-0090 Telephone No. (609) 292-4605</p> <p><b>Atlantic City:</b> 26 Pennsylvania Avenue, 3rd Floor, Atlantic City, NJ 08401 Telephone No. (609) 441-3100</p> <p><b>Camden:</b> 1 Port Center, 2 Riverside Drive, Suite 402, Camden, NJ 08103 Telephone No. (856) 614-2550</p> <p><b>Newark:</b> 31 Clinton Street, 3rd Floor, Newark, NJ 07102 Telephone No. (973) 648-2700</p> <p><b>Paterson:</b> 100 Hamilton Plaza, 8th Floor, Paterson, NJ 07505-2109 Telephone No. (973) 977-4500</p> <p><b>Jersey City:</b> 574 Newark Avenue, Jersey City, NJ 07306, 3rd Floor Telephone No. (201) 798-5168</p> <p><b>You must file your complaint within 180 days of the alleged discriminatory action. For more information on responding to violations of the NJFLA, you can visit: <a href="http://www.nj.gov/oag/dcr/downloads/flafactsheet.pdf">http://www.nj.gov/oag/dcr/downloads/flafactsheet.pdf</a> and <a href="http://njjcivilrights.org/filing.html">http://njjcivilrights.org/filing.html</a>.</b></p>



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New Jersey Law Against Discrimination (LAD)	<ul style="list-style-type: none"> <li>-Private employers</li> <li>-State and local government employers</li> <li>-Employment agencies</li> <li>-Labor unions</li> </ul>	<p>-Individuals are protected from discrimination based on their race, creed, color, national origin, age, ancestry, nationality, marital or domestic partnership or civil union status, sex, gender identity or expression, disability, liability for military service, affectional or sexual orientation, atypical cellular or blood trait, genetic information (including the refusal to submit to genetic testing)</p> <p><b>-NOT domestic employees</b></p>	<p>-Prohibits discrimination in hiring, promotion, transfer, demotion, termination, salary, benefits, other privileges, conditions or terms of employment, layoff, harassment, apprenticeship and training programs, job referrals, or union membership</p> <p>-Prohibits retaliation for filing a complaint, participating or testifying in any proceedings or for opposing any acts forbidden under the LAD</p>	<p>If you think you have been the victim of discrimination, you may file a complaint with the New Jersey Division on Civil Rights, which enforces the law. The Division has multiple offices in New Jersey:</p> <p><b>Trenton:</b> 140 East Front Street, 6<sup>th</sup> Floor, Trenton, NJ 08625-0090 Telephone No. (609) 292-4605</p> <p><b>Atlantic City:</b> 26 Pennsylvania Ave., 3rd Floor, Atlantic City, NJ 08401 Telephone No. (609) 441-3100</p> <p><b>Camden:</b> 1 Port Center, 2 Riverside Drive, Suite 402, Camden, NJ 08103 Telephone No. (856) 614-2550</p> <p><b>Newark:</b> 31 Clinton Street, 3rd Floor, Newark, NJ 07102 Telephone No. (973) 648-2700</p> <p><b>Paterson:</b> 100 Hamilton Plaza, 8th Floor, Paterson, NJ 07505-2109 Telephone No. (973) 977-4500</p> <p><b>Jersey City:</b> 574 Newark Avenue, Jersey City, NJ 07306, 3rd Floor Telephone No. (201) 798-5168</p> <p>You must file your complaint within 180 days of the alleged discriminatory action. For more information on how to file a complaint, you can visit: <a href="http://njcivilrights.org/filing.html">http://njcivilrights.org/filing.html</a>.</p>