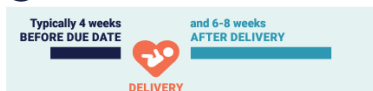


NJ Maternity Leave Guide

As an Employee working in the state of New Jersey, you may be eligible for Maternity Benefits under New Jersey Temporary Disability Insurance (NJ TDI) and New Jersey Family Leave Insurance (NJ FLI). To apply for NJ TDI and NJ FLI, you must file a claim directly with the state.



NJ TDI Period



NJ FLI Period

*****If eligible, FMLA (Family and Medical Leave) will run concurrently with NJ state disability.**

Eligibility

- Either 20 base weeks of work in covered employment during base year with earnings of at least \$310 in each week (equivalent to 20 times the minimum wage); or \$15,500 of annual earnings.

Weekly Benefit

- Workers may receive approximately 85% of their weekly wages with a maximum benefit.

Job and Benefits Protections

- Coverage is not job protected. However, job protection may be provided through other federal or state laws such as the federal Family and Medical Leave Act (FMLA) or the New Jersey Family Leave Act (NJ FLA).

Coverage Period

- New Jersey Temporary Disability Insurance (NJ TDI)
 - Up to 4 weeks before your child is born should your physician place you off work.
 - 6-8 weeks from when child is born dependent on delivery.
- New Jersey Family Leave Insurance (NJ FLI)
 - 12 consecutive weeks of parental leave after you have recovered from childbirth, for 22 to 24 weeks.

Filing for Disability

- To file your claim for NJ TDI and/or NJ FLI, you must file with the state of NJ. To file a claim, visit the state website [here](#).
- If applying after your leave begins, you have 30 days from your first day of leave to file your application.

Resources

Our BAYADA EAP provides all employees with free and confidential resources that may be helpful while on leave. You can access this benefit using the information below.

one.telushealth.com

Username: metlifeeap

Password: EAP

1-888-319-7819

Mobile App: TELUS Health