

NJ Parental Leave (Non-Birthing Parent) Information

New Jersey's Family Leave Insurance (NJ FLI) allows employees to take up to 12 weeks off within the first 12 months of a child's birth or placement. Family Leave Insurance benefits can be taken in one continuous period, or in one-week increments to bond with a new child.

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 weekly wages with a maximum benefit.

Job and Benefits Protections

- Coverage under NJ FLI is not job or benefit protected. However, job and benefits 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

- Option 1: 12 weeks continuously.
- Option 2: 56 days in 8-week parts.

Filing for Disability

- To apply for 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: metlfeeap

Password: EAP

1-888-319-7819

Mobile App: TELUS Health