

SOUTHERN NEW JERSEY AFL-CIO CENTRAL LABOR COUNCIL

FAMILY LEAVE INSURANCE ACT

In 2008 the Governor Jon Corzine signed the Family Leave Insurance Act (FLIA). FLIA provides cash benefits up to six (6) weeks to bond with a newborn or newly adopted child or to provide care for a seriously ill family member. In 2019 Governor Phil Murphy signed a law to increase the amount of paid benefit and time for Family and Medical Leave.

Between January 1, 2020 and June 30, 2020 Family Leave Insurance provides cash benefits for up to six (6) weeks to bond with a newborn or newly adopted child or to provide care for a seriously ill family member. Starting July 1, 2020 the time is increased from six (6) to twelve (12) weeks and increases the amount of benefit available to eligible workers.

Bonding with a Newborn or Newly Adopted Child

- Bond with a newborn child during the first 12 months after the child's birth. You, your spouse, your domestic partner or your civil union partner must be the biological parent of the child.
- Bond with an adopted child during the first 12 months after the child's placement.

A bonding leave claim must be for a period of more than seven consecutive days, unless the employer permits the leave to be taken in non-consecutive periods. In this case, each non-consecutive leave period must be at least seven days.

If you are taking intermittent leave for bonding, you and your employer must agree to the intermittent schedule.

You must give your employer 30 days' notice before the leave starts. If you do not give your employer the proper notice, your benefit entitlement may be reduced by 14 days.

Care of a Seriously Ill Family Member

Family Leave Insurance benefits help you care for a family member with a serious health condition. A health care provider must certify the condition.

Care leave may be taken for six consecutive weeks, intermittent weeks, or, 42 intermittent days during a 12 month period beginning with the first date of the family leave insurance claim.

Family member means your spouse, domestic partner, civil union partner, parent or child.

The child must be your biological or adopted child, foster child, stepchild, legal ward or the child of your domestic or civil union partner. The child must be less than 19 years old or if older than 19 years of age must be incapable of self-care because of mental or physical impairment.

You must give your employer reasonable advance notice unless:

- You need to take family leave unexpectedly or
- The time of the family leave changes for reasons you could not foresee.

If you claim family leave benefits intermittently, you must give your employer 15 days notice.

For more information about Family Leave Insurance benefits contact



1-800-331-7272



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