

# NJ Temporary Disability & Family Leave Insurance Updates

The New Jersey Senate & Assembly recently passed legislation that dramatically changes New Jersey's Temporary Disability Benefits (TDB) and Family Leave Insurance (FLI).

## Changes Occurring This Year

These changes will make it easier to replace State Fund cases with private carriers.

- Removal of 51% employee signature consent requirement when moving to private plan.
- Electronic employer and employee signatures allowed (currently has to be original, wet signatures).

## Changes to Take Effective July 1, 2020

### TDB Increases

- Benefit from 2/3 to 85% of avg weekly wages.
- Max benefit from 53% (\$650) to 70% of state average weekly wage (about \$860).
- Partial disability benefits will be payable.

### FLB Increases

- Max benefit period from 6 to 12 weeks.
  - Intermittent from 42 to 56 days.
  - Expands family member eligibility.
  - 7 day Elimination period eliminated.
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