

New Jersey Paid Family Leave



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In 2008, New Jersey adopted a paid family leave law, which provides employees with **up to 6 weeks of paid family leave (PFL)** through the Family Leave Insurance (FLI) program. The following chart is a general summary of the law and its requirements.

Who Pays for PFL?	Employees—not employers—pay for PFL, through their withholding contributions to FLI
Which Employers Must Withhold PFL Contributions?	Employers of all sizes that are subject to the New Jersey Unemployment Compensation Law
Are Payroll Deductions Required?	Yes. Employers must generally withhold SDI contributions for each employee
Which Employees Are Eligible for PFL?	To be eligible for PFL, an employee generally must have worked 20 calendar weeks in New Jersey or earned at least \$8,400 during the 52 weeks immediately before the week in which the PFL begins.
Which Life Events Qualify for PFL?	An employee may file a claim for PFL for the following reasons: <ul style="list-style-type: none"> • To care for a child, spouse, parent, domestic partner, or civil union partner with a serious health condition; • To bond with a newborn child; or • To bond with a newly adopted child.
How Long Can an Employee Be Out on PFL?	Up to 6 weeks within any 12-month period
Must an Employer Maintain an Employee's Health Benefits While He or She is Out on PFL?	Maintenance of health benefits is not addressed by the PFL law. However, it may be required under the New Jersey Family Leave Act (NJFLA) or the federal Family and Medical Leave Act (FMLA).
Is an Employee Entitled to His or Her Prior Position Upon Return from Leave?	Maintenance of job position is not required under PFL. However, it may be required under the New Jersey Family Leave Act (NJFLA) or the federal Family and Medical Leave Act (FMLA).
Are Employers Required to Post or Provide Employees with Notices Regarding PFL?	Yes. Employers are required to conspicuously display a notice detailing PFL in a place or places accessible to employees. In addition, employers must provide the same notice : <ul style="list-style-type: none"> • At the time of the employee's hiring; • Whenever an employee notifies the employer that he/she is taking time off to bond with a newly adopted child or to care for a seriously ill family member; or • At any time, upon the first request of an employee.

Additional Information

For more information, employers may review the New Jersey Department of Labor and Workforce Development's [FAQs](#).

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