

## New Jersey Unemployment and Paid Sick & Family Leave Benefits

Law	# of Employees	Length of Benefit	Rate of Pay for Benefit	Eligibility
<p><b>New Jersey Earned Sick Leave Law*</b></p> <p><u>Excludes construction workers covered by a collectively bargained agreement.</u></p> <p>Visit <a href="#">NJ DOL &amp; Workforce Development website</a> for more information.</p>	<p>ALL employers regardless of number of employees.</p>	<p>Up to 40 hours</p>	<p>Regular hourly rate, no less than NJ minimum wage.</p>	<ul style="list-style-type: none"> <li>• Diagnosis, care, or treatment of illness, injury, or health condition or for preventive medical care for employee or for a family member</li> <li>• When a public official closes employee's workplace or child's school or child care provider due to a public health emergency or if a public health authority determines the need for a quarantine.</li> </ul>
<p><b>New Jersey Temporary Lost Wage Unemployment Program†</b></p> <p><i>(As of 3/29/2020, the bill has passed both legislative houses but has not yet been signed into law. Goes into effect immediately upon Governor's signature.)</i></p> <p>Visit <a href="#">NJ DOL &amp; Workforce Development website</a> for more information.</p>	<p>ALL employers regardless of number of employees.</p> <p>Employers who pay wages to workers ordered to quarantine by a medical professional would also be eligible for reimbursement under this program</p>	<p>TBD</p>	<p>TBD</p>	<ul style="list-style-type: none"> <li>• Employees who: <ul style="list-style-type: none"> <li>▪ must care for an ill family member</li> <li>▪ must care for a child whose school or childcare facility has closed</li> <li>▪ Benefits are not extended to non-quarantine related COVID-19 absences.</li> </ul> </li> </ul> <p><i>Note: DOL Commissioner is able to update and add additional eligibility requirements as needed.</i></p>
<p><b>Unemployment Insurance</b></p> <p>Visit <a href="#">NJ DOL &amp; Workforce Development website</a> for more information.</p>	<p>ALL employers regardless of number of employees.</p> <p>(Employees must meet earnings requirements) ¥</p>	<p>26 weeks in a one year period</p>	<p>60% of average weekly wage earned during the base year.</p> <p>Maximum benefit amount during annual claim period is \$18,538 (\$713 x 26).</p>	<ul style="list-style-type: none"> <li>• Partial benefits available for workers who were working full time and had their hours reduced by more than 20%</li> <li>• Employer voluntarily closed or was ordered to close because of COVID-19.</li> </ul>
<p><b>New Jersey Family Leave Insurance (FLI)*</b></p> <p>Visit <a href="#">NJ DOL &amp; Workforce Development website</a> for more information.</p>	<p>ALL employers regardless of number of employees.</p> <p>(Employees must meet earnings requirements) ¥</p>	<p>Up to six weeks during a 12-month period</p>	<p>Jan 1 - June 30, 2020 two-thirds of average weekly wage, up to a maximum, \$667 per week.</p> <p>As of July 1, 2020, 85% of average weekly wage up to a maximum \$881 per week</p>	<ul style="list-style-type: none"> <li>• Employees diagnosed with or have symptoms of COVID-19 or those caring for sick family members.</li> <li>• Employees who have been exposed and quarantined and whose employer is still open.</li> <li>• Workers who are immune-compromised and have been advised to self-quarantine by a medical professional.</li> </ul>

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<p><b>New Jersey Temporary Disability Insurance (TDI)*</b></p> <p>Visit <a href="#">NJ DOL &amp; Workforce Development website</a> for more information.</p>	<p>ALL employers regardless of number of employees.</p> <p>(Employees must meet same minimum gross earnings requirements) ‡</p>	<p>26 weeks</p>	<p>Jan 1 - June 30, 2020 two-thirds of average weekly wage, up to a maximum, \$667 per week.</p> <p>As of July 1, 2020, 85% of average weekly wage up to a maximum \$881 per week.</p>	<ul style="list-style-type: none"> <li>• Employees diagnosed with or have symptoms of COVID-19 or those caring for sick family members.</li> <li>• Employees who have been exposed and quarantined and whose employer is still open.</li> <li>• Workers who are immune-compromised and have been advised to self-quarantine by a medical professional.</li> </ul> <p><b><i>Employees may be eligible to receive benefits if you work in New Jersey, regardless of where you live.</i></b></p>
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\* Available to all NJ workers regardless of documentation status

† Program establishes a \$10 million fund to compensate workers at their average weekly rate from the past calendar year for COVID-19 and establishes a separate \$10 million fund to reimburse employers who pay wages to workers ordered to quarantine by a licensed healthcare practitioner due to COVID-19.

‡ Employees must have earned \$200 per week for 20 weeks during the base period or \$10,000 or more.

^ Employees may be eligible for expanded paid leave under Family Medical Leave Act (FMLA)