

## New Jersey's Paid Family Leave Has Changed!

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A-3975 was signed on Tuesday by Governor Phil Murphy. As a result, as of June 30, 2019, employers with **30** or more employees for each working day during each of 20 or more calendar workweeks in the then current or immediately preceding calendar year will have to comply with the Family Leave Act (FLA)'s job protection requirement (the previous threshold was 50 employees) and hold an employee's job for them while they are on FLA leave.

The new law, beginning on July 1, 2020, also doubles the amount of paid leave time employees can take from six to 12 weeks (intermittent days go from 42 to 56), and the weekly Family Leave Insurance (FLI ) benefit increases to 85% of a worker's average weekly salary with a maximum weekly benefit increasing from \$650 a week to \$860.

Effectively immediately, the bill removes the one-week waiting period preceding FLI benefits, enacts anti-retaliatory measures, and expands eligibility to include siblings, grandparents, grandchildren, parents-in-law and the equivalent of a family member. Victims of domestic and sexual violence, as well as their family and caretakers, are now covered under FLI.

Questions? Contact our Employment Law Department at 732-352-9858.

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### Practice

- Employment Law