



New Jersey - Leave Examples

Example 1

An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 12 weeks of parental leave.

	Pregnancy Disability						Parental (Bonding) Leave													
Leave Laws							NJ FLA													
	Federal FMLA																			
State Income Replacement Benefits	NJ TDI																			
							NJ FLI													
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		

NJ TDI provides pay only (NJ has no job protected leave for medical reasons). Employee may qualify for federal FMLA.

NJ FLA runs concurrently with federal FMLA where an employee is eligible for each law. As of the 18th week of their leave, the employee has used all their parental leave allowed under FMLA in a 12-month period, and NJ FLA in a 24-month period.

Note: 7 calendar day waiting period to receive NJ TDI benefits is waived if the disability is 22 days or more (thus no waiting period would apply in this case).

Example 2

An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn.

	Parental (Bonding) Leave											
Leave Laws	NJ FLA											
	Federal FMLA											
State Income Replacement Benefits	NJ FLI											
Week	1	2	3	4	5	6	7	8	9	10	11	12

NJ FLA runs concurrently with FMLA where an employee is eligible for each law.

As of the 12th week of their leave, the employee has used all their parental leave allowed under FMLA in a 12-month period, and NJ FLA in a 24-month period.

Example 3

An eligible employee requires 8 weeks of medical leave to recover from their surgery.

	Medical Leave											
Leave Laws	Federal FMLA											
State Income Replacement Benefits	NJ TDI											
Week	1	2	3	4	5	6	7	8	9	10	11	12

NJ TDI provides pay only (NJ has no job protected leave for medical reasons). Employee may qualify for federal FMLA.

In this example, the employee has 4 weeks of FMLA remaining to use in a 12-month period.

Note: 7 calendar day waiting period to receive NJ TDI benefits is waived if the disability is 22 days or more (thus no waiting period would apply in this case).

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