

Larkin		New Jersey - Leave Highlights	
		New Jersey Temporary Disability Insurance (TDI) and Family Leave Insurance (FLI)	
What is the Update?		<p>Update (08/02/24): The Department will be increasing New Jersey's Temporary Disability Insurance (TDI) and Family Leave Insurance (FLI) maximum weekly benefit amount to \$1,081 (from \$1,055 in 2024) effective 01/01/25. Additionally, to qualify for TDI or FLI benefits, employees must have worked 20 weeks earning at least \$303 weekly or have earned a combined total of \$15,200 in the base year - this is an increase from the previous requirement of earning at least \$283 weekly or the combined total of \$14,200 in the base year in 2024.</p> <p>Regarding contributions rates for the FLI program: For employees, the taxable wage base is up to \$165,400. For new employers, the 2025 TDI maximum taxable wage base is \$43,300. For all other employers, the state plan contribution ranges from 0.1% to 0.75% of annual wage cap. The 2025 withholding rates for contributions will be available later this year. You'll be able to see rates for each year via the "NJ TDI/FLI rate information, contributions, and due dates" on their website, linked in the "resources" section below.</p> <p>Update (10/31/24): After two years of not collecting employee contributions for the Temporary Disability Insurance (TDI) program, the time has finally come to collect contributions once again. In 2025, employees will contribute 0.23% of the first \$165,400 in covered wages, with a maximum contribution of \$380.42. For Family Leave Insurance (FLI), employees will contribute 0.33% of the first \$165,400 in covered wages, with a maximum contribution of \$545.82.</p>	
Handbook/Policy Updates		Updates to your company handbook may need to be made if you include New Jersey state-specific income replacement benefits information.	
Notice Requirements		<p>Employers are required to post form PR1 and PR2 in a conspicuous location - see below for a link to the PR1 and 2 forms; https://www.nj.gov/labor/wageandhour/tools-resources/forms-publications/employer-poster-packet/</p> <p>The NJFLA law poster can be found here: https://www.njoag.gov/wp-content/uploads/2022/07/Family-Leave-Act.pdf</p>	
Larkin Action		The Larkin Company will adjust offsets for any top-up (leave of absence pay) calculations or STD, accordingly, if we handle these services for you.	
Further Company Considerations		<p>Please be sure to adjust your contributions in line with the updates, effective 01/01/25. Additionally, please ensure as a company you are offsetting any salary continuation/company top-up pay aligned with the new maximum weekly benefit rate where applicable, effective 01/01/25.*</p> <p><i>*Claims that start in 2024 will be awarded 2024 benefit rates. Claims that begin on or after 01/01/25 will be eligible for the new maximum benefit rate.</i></p>	
Resources		Division of Temporary Disability and Family Leave Insurance Information for Employers NJ TDI/FLI Rate information, contributions, and due dates	

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