

 New Jersey						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
New Jersey Family Leave Act (NJ FLA)	Leave	30 employees (Global) Effective 07/17/26: 15 employees (global) for each working day during 20 or more calendar workweeks in the current or immediately preceding calendar year Effective 07/17/27: Above, but with 10 employees (global) Effective 07/17/28: Above, but with 5 employees (global)	Yes - Including the poster should suffice.*	N/A - If poster is included within your handbook.	Yes - Including within handbook should suffice.	N/A
New Jersey Family Leave Insurance (NJ FLI)	Pay	1 employee (NJ)	N/A	Yes - FLI Poster (PR-2)	Yes - FLI Poster (PR-2)	N/A
New Jersey Temporary Disability Insurance (NJ TDI)	Pay	1 employee (NJ)	N/A	Yes - TDI Poster (PR-1)	Yes - TDI Poster (PR-1)	N/A

*NJ FLA requires a yearly notice to employees of the law. This can include a variety of methods i.e. paycheck insert, brochure or similar informational packet provided to new hires, attachment to an employee manual or policy handbook, flyer distributed at an employee meeting, by email; and via an internet or intranet site, provided that all employees have access, and the employer customarily posts notices to affected employees or other affected individuals on the site. The Larkin Company recommends simply including the notice within your handbook.

ADDITIONAL INSIGHTS

The above handbook, new hire and employer notice/poster requirements, if applicable (see above the requirements for each state), only apply if you are considered a Covered Employer under each law (see "Covered Employer" field).

Handbook Recommendation - We recommend writing NJ FLA information into your policy, so that it can be customized (as permitted by law) to your organization and cohesive with other policies contained within your handbook. To meet both the handbook and notice requirements under NJ FLA, we recommend that you also include a copy of the NJ FLA poster as an attachment to your policy. Alternatively, if you do not wish to write NJ FLA information into your policy, then simply including the notice/poster directly in your handbook should be acceptable.

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