

Larkin New Jersey - Leave Types, Benefit Amounts and Durations										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
<b>New Jersey Family Leave Act (NJ FLA)</b>	<p><b>Leave Laws</b> - NJ FLA runs concurrently with federal FMLA.</p> <p><b>Pay Laws</b> - NJ FLA runs concurrently with FLI.</p>	Leave	<p>30 employees (Global)</p> <p>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</p> <p>Effective 07/17/27: Above, but with 10 employees (global)</p> <p>Effective 07/17/28: Above, but with 5 employees (global)</p>	<p>12 months of employment with current employer, 1,000 hours worked in the 12 months preceding the leave.</p> <p>Effective 07/17/26: 3 months of employment with current employer, 250 hours worked in the 12 months preceding the leave.</p>	Yes	Yes	<p><b>12 weeks (within a 24-month period)</b></p> <p>Parental and family care leave (including when the family member is sick, or is isolating/quarantining, or child's school/childcare provider is closed due to a public health emergency).</p> <p>NJ has no job protected leave law for medical leave, only family leaves.</p>	N/A	N/A	Parent (including step-parent), spouse, child (including step-child), parents-in-law, siblings, grandparents, grandchildren, domestic partners, civil union partners, any other individuals related by blood, or with whom is the equivalent of a family relationship.
<b>New Jersey Family Leave Insurance (NJ FLI)</b>	<p><b>Leave Laws</b> - NJ FLI runs concurrently with federal FMLA. NJ FLI runs concurrently with NJ FLA.</p> <p><b>Pay Laws</b> - N/A</p>	Pay	1 employee (NJ)	<p>Employee must have worked 20 weeks earning at least \$303 weekly in NJ for any employer(s) or have earned a combined total of \$15,200 in the base year.</p> <p>Effective 1/1/26: An employee must have worked 20 weeks earning at least \$310 weekly or have a combined total of \$15,500 in the base year.</p>	N/A	N/A	<p><b>Up to 12 weeks (or 8 weeks i.e. 56 days for intermittent leave)</b></p> <p>Parental and family care leave (including when the family member is sick, or is isolating/quarantining, or child's school/childcare provider is closed due to a public health emergency).</p>	<p>85% of average weekly wage, up to \$1,081 per week (2025)</p> <p>For claims beginning 01/01/26; the maximum benefit amount is up to \$1,119 per week.</p>	N/A	Parent (including step-parent), spouse, child (including step-child), parents-in-law, siblings, grandparents, grandchildren, domestic partners, civil union partners, any other individuals related by blood, or with whom is the equivalent of a family relationship.

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New Jersey Temporary Disability Insurance (TDI)	<p>Leave Laws - NJ TDI runs concurrently with federal FMLA.</p> <p>Pay Laws - N/A</p>	Pay	1 employee (NJ)	<p>Employee must have worked 20 weeks earning at least \$303 weekly in NJ for any employer(s) or have earned a combined total of \$15,200 in the base year.</p> <p>Effective 1/1/26: An employee must have worked 20 weeks earning at least \$310 weekly or have a combined total of \$15,500 in the base year.</p>	<p>N/A</p> <p><b>Exception:</b> <i>Organ and Bone Marrow donation</i></p>	N/A	<p><b>26 weeks (per disability)</b> Medical (including pregnancy disability and when the employee is unable to work due to illness/diagnosis or suspected of exposure to a communicable disease during a public health emergency).</p>	<p>85% of average weekly wage, up to \$1,081 per week (2025)</p> <p>For claims beginning 01/01/26; the maximum benefit amount is up to \$1,119 per week.</p>	1 week waiting period (waived for continuous leaves of 22 days or more)	N/A

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