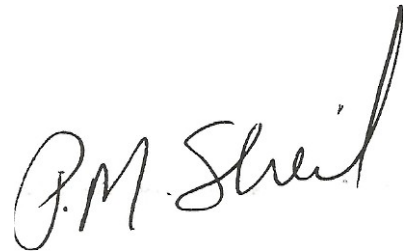


COUNTY OF HUDSON

DEPARTMENT OF FINANCE & ADMINISTRATION  
DIVISION OF PERSONNEL

MEMORANDUM

TO: ALL COUNTY EMPLOYEES  
FROM: PATRICK M. SHEIL, DIRECTOR OF PERSONNEL  
RE: ***FAMILY LEAVE INSURANCE LAW***  
DATE: December 1, 2008



Please be advised that the State of New Jersey Department of Labor and Workforce Development has announced the rules for the new Family Leave Insurance Law. I am enclosing the Poster for this new benefit in both English and Spanish. Please read the poster carefully so that you will be better informed in the event you should need to request this type of leave of absence.

The monetary amount of insurance benefit you will receive while on this type of leave is based on many criteria as State mandated. By visiting the website ([www.nj.gov/labor](http://www.nj.gov/labor)) listed in the Poster you will be able to have a clear understanding of how this law works. Additional data will be forthcoming from the Personnel Office in the near future.

The cost of this benefit will be 100% funded by employee contributions through payroll deductions beginning January 1, 2009. The taxable wage base is the same as for Unemployment Insurance and Temporary Disability Insurance and changes each calendar year. For example:

- \* 0.09% of your taxable wage base in 2009
- \* 0.12% of your taxable wage base for each subsequent year

This Family Leave Insurance benefits program provides covered individuals with Family Leave Insurance benefits, a monetary benefit, not a leave entitlement. The leave entitlement can only be approved through the current County policy. The monetary deductions will begin on January 1, 2009, however, the actual Family Leave Insurance benefit will be effective as of July 1, 2009.

PMS:rch  
Enclosures

NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

(To be posted in a conspicuous place)

This employer is subject to the

Family Leave Insurance provisions of the New Jersey Temporary Disability Benefits Law.

Beginning July 1, 2009, New Jersey law will provide up to six (6) weeks of Family Leave Insurance benefits. Benefits are payable to covered employees from either the New Jersey State Plan or an approved employer-provided private plan to:

- **Bond with a child** during the first 12 months after the child's birth, if the covered individual or the domestic partner or civil union partner of the covered individual, is a biological parent of the child, or the first 12 months after the placement of the child for adoption with the covered individual.
- **Care for a family member with a serious health condition** supported by a certification provided by a health care provider. Claims may be filed for six consecutive weeks, for intermittent weeks or for 42 intermittent days during a 12 month period beginning with the first date of the claim.

Family member means a child, spouse, domestic partner, civil union partner or parent of a covered individual.

Child means a biological, adopted, or foster child, stepchild or legal ward of a covered individual, child of a domestic partner of the covered individual, or child of a civil union partner of the covered individual, who is less than 19 years of age or is 19 years of age or older but incapable of self-care because of mental or physical impairment.

**New Jersey State Plan**

Employees covered under the New Jersey State Plan can obtain information pertaining to the program and an application for Family Leave Insurance benefits (Form FL-1), after June 1, 2009, by visiting the Department of Labor and Workforce Development's web site at [www.nj.gov/labor](http://www.nj.gov/labor), by telephoning the Division of Temporary Disability Insurance's Customer Service Section at (609) 292-7060, or by writing to the Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387.

If an employee is receiving State Plan temporary disability benefits for pregnancy, after the child is born, the Division will mail the employee information on how to file a claim for Family Leave Insurance benefits to bond with the newborn child. If a claim is filed to have Family Leave Insurance benefits begin immediately after the employee recovers from her pregnancy-related disability, the employee will be paid at the same weekly benefit amount as she was paid for her pregnancy-related disability claim and no waiting period will be required.

**Private Plan**

An employer can elect to provide workers with Family Leave Insurance benefits coverage under a private plan approved by the Division of Temporary Disability Insurance. The Division will not approve a private plan requiring employee contributions unless a majority of the employees, covered by the private plan, have agreed to private plan coverage by written election. Employers will provide information regarding the private plan and the proper forms to claim benefits to employees covered under the private plan.

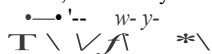
**Financing of the Program**

This program is financed by employee contributions. Beginning January 1, 2009, employers are authorized to deduct employee contributions from employee wages for all employees covered under the State Plan. These deductions must be noted on the employee's pay envelope, paycheck or on some other form of notice. The taxable wage base for Family Leave Insurance benefits will be the same as the taxable wage base for Unemployment and Temporary Disability Insurance.

Employees covered under an approved private plan will not have contributions deducted from wages for Family Leave Insurance benefits coverage unless a majority of the workers consent to contribute to the approved private plan. If employees consent to contribute to the private plan, the contributions cannot exceed those paid by workers covered under the State Plan.

**Enforced by:**

New Jersey Department of Labor and Workforce Development  
Division of Temporary Disability Insurance  
PO Box 387  
Trenton, New Jersey 08625-0387



NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

Additional copies of this poster or any other required posters may be obtained free of charge by contacting the New Jersey Department of Labor and Workforce Development, Office of Constituent Relations, PO Box 110, Trenton, New Jersey 08625-0110 - (609) 777-3200 or from our website: [www.nj.gov/labor](http://www.nj.gov/labor).

The New Jersey Department of Labor and Workforce Development is an equal opportunity employer with equal opportunity programs. Auxiliary aids and services are available upon request to individuals with disabilities.

If you need this document in Braille or large print, call (609) 292-2680. TTY users can contact this department through New Jersey Relay: 7-1-1. **PR-2(R 11-08)**



Departamento de Trabajo y Desarrollo de la Fuerza Laboral de New Jersey  
( Para ser fijado en un lugar visible)  
Este patron esta sujeto a las provisiones de la  
Ley de Ausencia Familiar de la Ley de Beneficios de Seguro por Incapacidad Temporal de New Jersey.

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Comenzando Julio 1, 2009, la Ley de New Jersey proporcionara hasta seis (6) semanas de beneficios bajo la Ley de Ausencia Familiar. Los beneficios son pagaderos a los empleados cubiertos bajo el Plan Estatal de New Jersey o un Plan Privado por el Patron para:

- Para cuidar a un niflo durante los primeros 12 meses despues de el dia de nacimiento del niflo, si el empleado cubierto o el pareja domestico o pareja de unión civil del empleado cubierto, es el padre biologico del niflo, o los primeros 12 meses despues de la colocacion con el individuo cubierto.
- Cuidado para un miembro de la familia con una condition medica grave apoyada por una certification proporcionada por un proveedor medico. La reclamacion puede ser sometida por seis semanas consecutivas, por semanas intermitentes, o por 42 dias intermitentes durante el periodo de 12 meses comenzando el primer dia de la aplicacion.

El miembro de familia significa un niflo, un esposo, un pareja domestico, un pareja de union civil o un padre de un individuo cubierto.

Nino significa biologico, adoptado, o niflo de crianza, hijastro o sala legal de un individuo cubierto, niflo de un pareja domestico del individuo cubierto, o niflo de un pareja de union civil del individuo cubierto, menor de 19 afios de edad o de 19 afios de edad o mayor si este es incapaz de cuidar de si mismo debido a una incapacidad mental o fisica.

#### Plan Estatal de New Jersey

Empleados cubiertos bajo el Plan Estatal de New Jersey pueden obtener information perteneciente del programa y una aplicacion para beneficios de la Ley de Ausencia Familiar (Forma FL-1), despues de junio 1, 2009, visitando el sitio web del Departamento de Trabajo y Desarrollo de la Fuerza Laboral de New Jersey a [www.nj.gov/labor](http://www.nj.gov/labor). Hamando a la Division de Beneficios de Incapacidad Temporal, section del Servicio de Atencion al Cliente al (609) 292-7060, o escribiendo a Division of Temporary Disability Insurance, PO Box 387, Trenton, NJ 08625-0387.

Si la empleada esta recibiendo beneficios de Incapacidad Temporal del Plan Estatal por embarazo, despues que nazca el niflo, la Division le enviara a la empleada informacion para llenar una aplicacion para los beneficios de la Ley de Ausencia Familiar para cuidar el recién nacido. Si se llena una aplicacion para beneficios de Ausencia Familiar empezando inmediatamente despues que la empleada se recupere de la incapacidad relacionada con el embarazo, ella sera pagada el mismo beneficio semanal que recibio en dicha reclamacion y no habra semana de espera requerida.

#### Plan Privado

Un patron puede elegir el proveer a sus empleados beneficios de la Ley de Ausencia Familiar bajo un plan privado aprobado por la Division de Seguro por Incapacidad Temporal. La Division no aprobara un Plan Privado que requiere contribuciones de los empleados a menos que una mayoria de los empleados cubiertos por el Plan Privado hayan convenido la cobertura del Plan Privado por election escrita. Los patrones proporcionaran la informacion con respecto al Plan Privado y las formas apropiadas para reclamar beneficios a los empleados cubiertos bajo el Plan Privado.

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#### Financiacion del Programa

Este programa es financiado por contribuciones del empleado. Comenzando enero 1, 2009, los patrones estan autorizados para deducir las contribuciones de los salarios del empleado para todos los empleados cubiertos por el Plan Estatal. Estas deducciones deben aparecer en el sobre de pago del empleado, el cheque o en otra forma de notification. La base imponible del salario para los beneficios de la Ley de Ausencia Familiar es la misma base imponible para el Seguro por Desempleo and el Seguro por Incapacidad Temporal.

Los empleados cubiertos bajo un plan privado aprobado no tendran contribuciones deducidas de los salarios para los beneficios de la Ley de Ausencia\* Familiar a menos que una mayoria de los trabajadores consienta contribuir al plan privado aprobado. Si los empleados consienten contribuir al Plan Privado, las contribuciones no pueden exceder e"sos pagados por los trabajadores cubiertos bajo el Plan Estatal.

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Hacer cumplir por:  
New Jersey Department of Labor  
and Workforce Development  
Division of Temporary Disability Insurance  
PO Box 387  
Trenton, New Jersey 08625-0387



Copias adicionales de este cartel o cualquier otro cartel obtenidos comunicandose con New Jersey Department of Labor and Workforce Development, Office of Constituent Relations, PO Box 110, Trenton, NJ 08625-0110 - (609) 777-3200

LWD es un empleador con Oportunidades de Igualdad y con programas de oportunidades de igualdad. Ayudas Auxiliarias y servicios estan disponibles cuando sean necesitadas a individuos con incapacidades.

Si use SJ noocenta e\*tedocuB\*WQ en BtaiRc e en Ictn grande< name a!" (609) 292-2680. Si usa el TTY puede comunicarse con este departamento a traves de New Jersey Relay: 7-1-1

PR-2S (R-11-08)