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New Jersey Releases 2021 Disability and Family Leave Amounts

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New Jersey has announced the 2021 contribution rates and benefit level parameters for the Temporary Disability Insurance (“TDI”) and Family Leave Insurance (“FLI”) programs as follows:

Maximum TDI and FLI Weekly Benefit	\$903
Alternative Earnings Test Amount for TDI and FLI	\$11,000
Base Week Amount for TDI and FLI	\$220
Taxable Wage Base (employers) for TDI	\$36,200
Taxable Wage Base (employees) for TDI and FLI	\$138,200
Employee Contribution Rate for TDI	0.47%
Employee Contribution Rate for FLI	0.28%

Temporary Disability Insurance 2021

Temporary Disability Insurance provides benefits to eligible New Jersey workers for non-job-related illness, injury, or other disability that prevents them from working or due to certain public health emergency reasons. To be eligible

for TDI, employees must have worked 20 weeks earning at least \$220 per week (“Base Week Amount”) or have earned a combined total of \$11,000 (“Alternative Earnings Test”) in the four quarters (“base year”) prior to taking leave. Following a 7-day waiting period (except for certain public health emergencies), the weekly TDI benefit is 85% of an employee’s average weekly wage but no greater than \$903. TDI may be payable for up to 26 weeks in a 52-week period.

Employees and employers contribute to TDI. Employees contribute 0.47% of wages up to the 2021 Taxable Wage Base (Employee) of \$138,200 equal to \$649.54.

Employers contribute based on TDI experience anywhere from 0.10% and 0.75% of an employee’s wages up to the 2021 Taxable Wage Base (Employer) of \$36,200. The maximum annual contribution will range between \$36.20 and \$271.50.

Family Leave Insurance 2021

Family Leave Insurance provides benefits to eligible New Jersey workers for (i) the first 12 months following the birth, adoption or foster care placement of a child, or (ii) to care for a seriously ill family member. Similar to TDI, to be eligible for FLI employees must have worked 20 weeks earning at least \$220 per week ("Base Week Amount") or have earned a combined total of \$11,000 ("Alternative Earnings Test") in the four quarters ("base year") prior to taking leave. The weekly FLI benefit is 85% of an employee's average weekly wage but no greater than \$903. FLI may be payable for 12 consecutive weeks in a 12-month period, or up to 8 weeks (56 individual days) in a 12-month period, if taking leave intermittently.

Employees contribute 0.28% of wages up to the 2021 Taxable Wage Base (Employee) of \$138,200 equal to \$386.96.

Comparison to 2020

	2021	2020	Percentage Change
Maximum TDI/FLI Weekly Benefit	\$903	\$881	2.5%
TDI Employee Contribution Rate	0.47%	0.26%	80.1%
TDI Maximum Annual Employee Contribution	\$649.54	\$350.74	88.0%
TDI Maximum Annual Employer Contribution	\$36.20 to \$271.50	\$35.30 to \$264.75	2.5%
FLI Employee Contribution Rate	0.28%	0.16%	75%
FLI Maximum Annual Employee Contribution	\$386.96	\$215.84	79.3%