

County of Gloucester
Human Resources Manual

CHAPTER:	6 – LEAVE TIME	ADOPTED: 10/15/08
SECTION:	14 – PAID FAMILY LEAVE	REVISED: 5/22/24

On May 2, 2008 the State of New Jersey adopted the Paid Family Leave Act (PFLA), also known as Family Leave Insurance (FLI). The PFLA benefit is funded 100% through employee contributions (i.e. payroll deductions). The taxable wage base is the same as Unemployment Insurance and Temporary Disability Insurance, thus it changes each calendar year.

The PFLA extends temporary disability insurance (please refer to HR 5.9 for additional information on temporary disability) to provide paid family leave benefits of up to six weeks during any twelve month period for employees caring for sick family members, newborn children, and newly adopted children. Benefits under this law are substantially the same as for employees on temporary disability leave for their own disabilities. Employees are entitled to collect two-thirds of their weekly salaries, up to a maximum weekly benefit rate. In most cases there is a one-week waiting period before benefits can be received.

Furthermore, PFLA or FLI is a benefit (monetary) entitlement, not a leave entitlement program, and it does not on its own, grant employees any entitlement to job reinstatement. However, for Gloucester County employees, paid leave under the PFLA may run concurrently with any unpaid leave under the New Jersey Family Leave Act (NJFLA) or the federal Family and Medical Leave Act (FMLA) (please refer to HR 6.12 for more details about these types of leave). Therefore, Gloucester County will remain sensitive to all requests for leave, since such requests could qualify for job restoration under the NJFLA or the FMLA. In addition, Gloucester County and its employees should be aware of any Americans with Disabilities Act (ADA) and New Jersey Law Against Discrimination (NJLAD) components that may be applicable (please refer to HR 1.6 for additional information on these laws).

Employee:

Employees must give notice to the County of Gloucester of their intention to take paid leave under this act. Furthermore, the number of days notice given varies per reason for leave. However, it is understood that emergency circumstances may provide for little or no notice, and in these circumstances the employee should provide notice as soon as possible.

All inquiries regarding eligibility and the application process should be directed to the Human Resources Department.