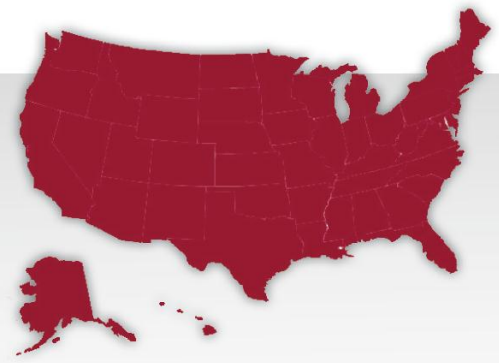


Family Friendly America

New Jersey



New Jersey workers need public policies that allow them to better manage the dual demands of work and family. Family friendly workplace laws help workers maintain their economic security when they give birth, adopt, raise children or grandchildren, deal with illness, and care for parents, grandparents, spouses or partners.

Working Families by the Numbers

- **2,182,364 New Jersey women** work, making up **47 percent** of the state workforce.¹
- **113,145 New Jerseyans** gave birth between 2008 and 2009.²
- **1,377,372 New Jersey children (70 percent)** live in families where all parents work.³
- **184,177 New Jersey grandparents** live with grandchildren who are under 18.⁴
- **980,000 New Jerseyans** serve as family caregivers.⁵

Existing Family Friendly Workplace Laws

Paid Family Leave

- New Jersey provides up to six weeks of paid family leave to workers who need leave to care for a new child or a seriously ill family member.⁶ Workers receive a portion of their usual wages during leave; the program is funded through employee payroll contributions. The law does not provide job protection for workers on leave.

Paid Medical Leave

- New Jersey's Temporary Disability Insurance (TDI) program provides partial wage replacement to workers with a non-work-related illness or injury or a medically disabling condition resulting from pregnancy or childbirth.⁷ In general, workers are eligible for up to 26 weeks of TDI leave, but the typical duration of benefits for pregnancy disability leave is four weeks prior to a woman's expected due date and six weeks after delivery. New Jersey allows women who have given birth to take both TDI leave and paid family leave, so the typical paid leave period for birth mothers is about 12 weeks after childbirth.⁸

Expanded Family Leave

- New Jersey's family leave law extends access to unpaid, job-protected caregiving leave to more workers than the federal Family and Medical Leave Act (FMLA). The New Jersey family leave law applies to businesses with 50 or more employees nationwide; workers who have worked at least 1,000 hours over the preceding year are eligible for up to twelve weeks of leave in a 24-month period.⁹ The law also defines "family" more broadly

than the FMLA to include civil union partners.¹⁰ Unlike federal law, New Jersey's law only covers caregiving and does not apply to a worker's own illness.

Family Friendly Workplace Legislation Introduced in 2011

S. 3060/A. 1496, Concerning Pregnancy and Breastfeeding in the Workplace

Introduced: 09/22/2011

Sponsor: Allen (R), Kean (R), Chappione (D), Lampitt (D)

- Requires all employers with lactating workers to provide reasonable break time and to make reasonable efforts to provide a private location for workers to express breast milk.
- Expands the state's anti-discrimination law to make it unlawful for employers to fire or otherwise discriminate against women workers on the basis of pregnancy, childbirth, breastfeeding, expressing milk or related medical conditions.

For more information about family friendly workplace laws or to get involved in a state campaign, please contact the National Partnership for Women & Families at info@nationalpartnership.org.

¹ U.S. Census Bureau. (2009). *Selected Social Characteristics in the United States: 2009: NJ*. Retrieved 18 March 2011, from http://factfinder.census.gov/servlet/ADPTable?_bm=y&-context=adp&-qr_name=ACS_2009_1YR_G00_DP2&-ds_name=ACS_2009_1YR_G00_&-tree_id=309&-redoLog=true&-caller=geoselect&-geo_id=04000US34&-format=&-lang=en

² U.S. Census Bureau (2009). *Selected Economic Characteristics in the United States: 2009: NJ*. Retrieved 18 March 2011, from http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=04000US34&-qr_name=ACS_2009_1YR_G00_DP3&-context=adp&-ds_name=&-tree_id=309&-lang=en&-redoLog=false&-format=

³ See note 1.

⁴ See note 2.

⁵ AARP Public Policy Institute. (2007). Valuing the Invaluable: A New Look at State Estimates of the Economic Value of Family Caregiving (Data Update). *Data Digest 158R*, 3. Retrieved 21 March 2011, from <http://www.caregiving.org/data/AARPDDataUpdate-StateEstimatesofEconomicValue.pdf>

⁶ N.J. Stat. Ann. §§ 43:21, et seq.

⁷ N.J. Stat. Ann. §§ 43:21, et seq.

⁸ State of New Jersey Department of Labor and Workforce Development. *Pregnancy – Temporary Disability Benefits for Pregnancy Related Disabilities*. Retrieved 25 March 2011, from http://lwd.dol.state.nj.us/labor/tldi/worker/state/sp_pregnancy.html

⁹ New Jersey Office of the Attorney General Division on Civil Rights. (2011). *The New Jersey Family Leave Act*. Retrieved 25 March 2011, from <http://www.state.nj.us/lps/dcr/downloads/flafactsheet.pdf>

¹⁰ N.J. Stat. Ann. §§ 43:21, et seq. Also see note 10.



The National Partnership for Women & Families is a non-profit, non-partisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at www.nationalpartnership.org.