



FIVE FAST FACTS FOR FRIDAY

NJ Family Leave Act (NJFLA) and Family and Medical Leave Act (FMLA) of 1993

- NJFLA provides eligible employees up to 12 weeks of protected unpaid leave in a 24 month period while FMLA provides up to 12 weeks of unpaid leave in a 12 month period.
- Employees are eligible if they work for a covered employer, with at least 50 employees, for at least one year and for at least 1,000 hours for NJFLA or 1,250 hours for FMLA over the previous 12 months.
- Covered employers are: companies with at least 50 employees for 20 or more weeks either this or last year, a governmental agency or school.
- Unpaid leave is granted for any of the following reasons: to care/bond with a child after birth, adoption or foster placement, to care for the employee's spouse, son or daughter, or parent, who has a serious health condition or for a serious health condition that makes the employee unable to perform his or her job.
- For more information, visit www.nj.gov/labor/fli/fliindex.html or call 609-292-7060