



Published: December 1, 2021

New Jersey Releases 2022 Disability and Family Leave Amounts

Seth Bracelin | Millenium Insurance Group | (717) 354-4774 | sbracelin@millig.com

New Jersey has announced the 2022 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	\$993
Alternative Earnings Test Amount for TDI and FLI	\$12,000
Base Week Amount for TDI and FLI	\$240
Taxable Wage Base (employers) for TDI	\$39,800
Taxable Wage Base (employees) for TDI and FLI	\$151,900
Employee Contribution Rate for TDI	0.14%
Employee Contribution Rate for FLI	0.14%

Temporary Disability Insurance 2022

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 \$240 per week (“Base Week Amount”) or have earned a combined total of \$12,000 (“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 \$993. TDI may be payable for up to 26 weeks in a 52-week period.

Employees and employers contribute to TDI. Employees contribute 0.14% of wages up to the 2022 Taxable Wage Base (Employee) of \$151,900 equal to \$212.66.

Employers contribute based on TDI experience anywhere from 0.10% and 0.75% of an employee's wages up to the 2022 Taxable Wage Base (Employer) of \$39,800. The maximum annual contribution will range between \$39.80 and 298.50.

Family Leave Insurance 2022

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 \$240 per week ("Base Week Amount") or have earned a combined total of \$12,000 ("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 \$993. 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 0.14% of wages up to the 2022 Taxable Wage Base (Employee) of \$151,900 equal to \$212.66.

Comparison to 2021

	2022	2021	Percentage Change
Maximum TDI/FLI Weekly Benefit	\$993	\$903	10.0%
TDI Employee Contribution Rate	0.14%	0.47%	(70.2)%
TDI Maximum Annual Employee Contribution	\$212.66	\$649.54	(67.2)%
TDI Maximum Annual Employer Contribution	\$39.80 to \$298.50	\$36.20 to \$271.50	10.0%
FLI Employee Contribution Rate	0.14%	0.28%	(59.0)%
FLI Maximum Annual Employee Contribution	\$212.66	\$386.96	(67.2)%