Access to paid family leave is out of reach for many because they fear job loss and lack job protection.

The Problem

1. Nearly all employees in New Jersey pay into our paid family leave program, called NJ Family Leave Insurance (FLI), but too few get to use it. In 2020, 3.7 million NJ workers were covered by NJ paid family leave and only 61,600 claims were filed.

2. New Jersey is no longer a leader on paid leave and has fallen behind other states' paid leave policies which protect workers' jobs during leave. Six of the 12 other states with a paid leave program also include job protection when taking paid leave benefits. These include RI, NY, MA, OR, CO & MD.

3. Low-wage workers are disproportionately less likely to be covered under job protection laws because they work for small employers, work part-time jobs or switch jobs more frequently. They also report fear of losing their job at more than higher earners.

Solution:

Ensuring workers' job protection coverage would increase access to paid leave & make taking it more equitable and less confusing. Job protection must be included along with paid leave benefits. No one should have to forsake being with their loved ones and the benefits they have paid for because they could lose their job.

Support Job Protections for people taking paid family leave in NJ!

Join the NJ Time to Care Coalition’s efforts. Learn more at www.njtimetocare.org