

# CLIENT ALERT

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## Changes in 2020 to the NJ Leave and Disability Programs

As a follow up to our March 2019 Client Alert, in February 2019, New Jersey governor, Phil Murphy signed a bill into law that expands and enhances NJ Disability and Leave Acts. As we near the end of 2019, employers need to gear up for the aspects of these laws that will be effective in 2020.

We have attached the Client Alert from March 2019. Below are the 2020 changes and suggestions for best practices.

- ✚ As of January 1, 2020:
  - The taxable wage base maximum increases from \$33,300 to \$134,900.
  - The employee contribution percentage increases from .17% to .26%.
- ✚ As of June 17, 2020:
  - 8-12 weeks of partial disability coverage is available for employees who return to work on a part time basis.
- ✚ As of July 1, 2020:
  - leave extends from 6 weeks to 12 weeks.
  - Intermittent paid leave will increase from 42 days to 56 days in a 12-month period

### EMPLOYER BEST PRACTICES:

- ✚ Update your handbooks
- ✚ Pay attention to dates and prepare for new contributions in 2020
- ✚ Educate managers/supervisors of new leave requirements
- ✚ Check NJ Department of Labor and Workforce Development site for notices and poster requirements
- ✚ Advise employees of changes to their contributions
- ✚ Ensure that payroll changes are made

### **Disclaimer:**

***This notification is provided as a highlight sheet and is not meant to advise you of your entire obligations under any of these state laws/acts, nor to serve as legal advice. If you would like more complete information, please do not hesitate to contact our office, your accountant or your attorney.***