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Job Protection Information



Temporary Disability Insurance and Family Leave Insurance are wage replacement programs and they do not provide job protection. However, during the period in which you're receiving these benefits, your job may be protected under the federal Family and Medical Leave Act (FMLA), New Jersey Family Leave Act (NJFLA), or the New Jersey Security and Financial Empowerment Act (SAFE).

Federal Family and Medical Leave Act (FMLA)



New Jersey Family Leave Act (NJFLA)



Protection Against COVID-19 Related Discrimination at Work



New Jersey Security and Financial Empowerment Act (SAFE)



Protection Against Retaliation



Related Topics

[How You'll Get Your Money](#)

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BENEFITS & PROTECTIONS FOR NEW & EXPECTING PARENTS WHO WORK IN NJ

CASH BENEFITS: NJ TEMPORARY DISABILITY AND FAMILY LEAVE INSURANCE
JOB PROTECTION: FEDERAL AND STATE LAWS



DURING MY PREGNANCY & RECOVERY

How to Receive Benefits

Temporary Disability Insurance

Apply at: myleavebenefits.nj.gov/maternity

Typically provides 10-12 weeks of cash benefits so you can stop working to care for yourself before and after childbirth

Eligibility details in next section

WHILE BONDING WITH MY BABY

How to Receive Benefits

Family Leave Insurance

Apply at: myleavebenefits.nj.gov/maternity

Provides up to 12 weeks of cash benefits so you can stop working to bond with your new child

Eligibility details in next section

How to Protect My Job

Federal Family & Medical Leave Act (FMLA)

Enforced by US Department of Labor:
dol.gov/agencies/whd/fmla

Up to 12 weeks of unpaid job-protected leave to care for yourself before and after childbirth and to bond with your new child

How to Protect My Job

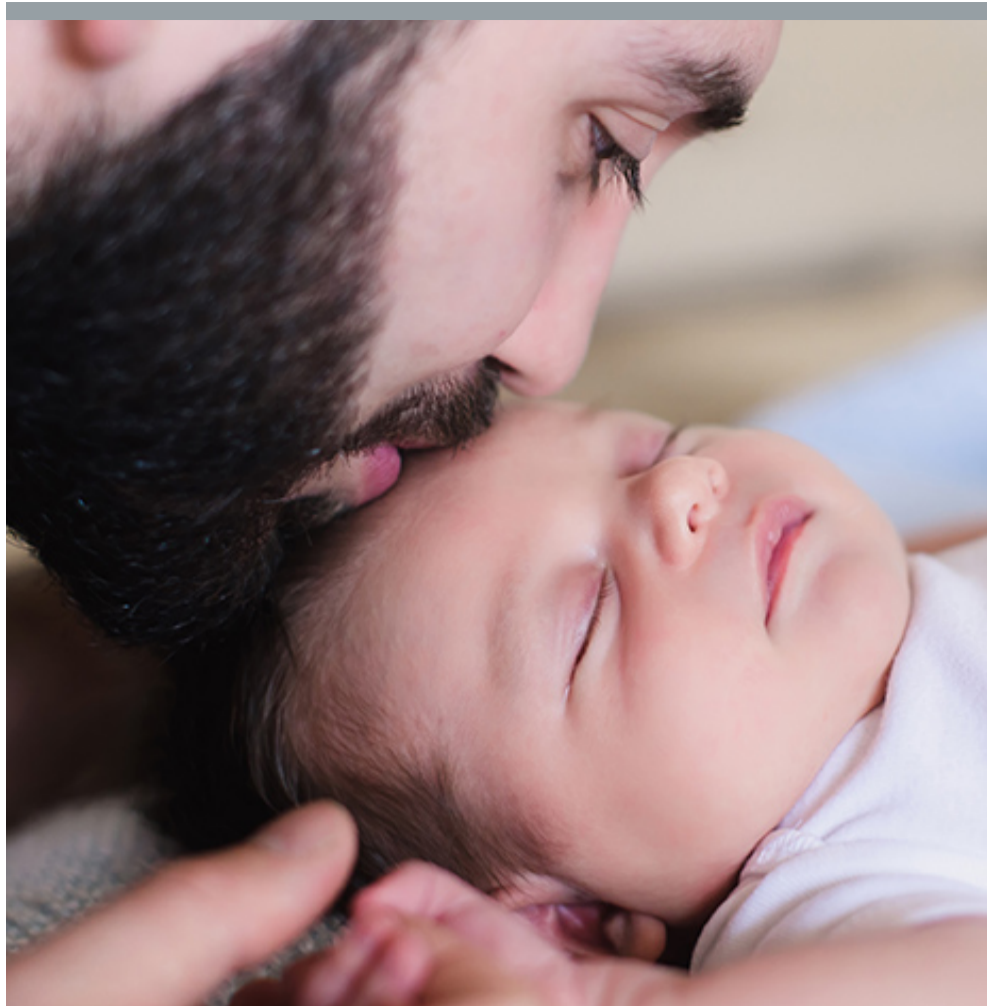
NJ Family Leave Act (NJFLA)

Enforced by NJ Division on Civil Rights:
www.njcivilrights.gov

Up to 12 weeks of unpaid job-protected leave to bond with your new child

Take up to 12 weeks of FMLA for pregnancy/recovery and/or a related serious health condition + up to 12 weeks of NJFLA for bonding = up to 24 weeks of job protection

Parents who gave birth can transition directly to bonding benefits



Benefits and Protections for New Parents

Learn how paid leave and job protection work together for new and expecting parents.

[LEARN MORE >](#)

Family Leave for New Fathers

Dads can claim Family Leave benefits to bond with their newborn baby.

[LEARN MORE >](#)

Division of Temporary Disability and Family Leave Insurance

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