

HR TIP

OF THE WEEK



TOPIC: NJFLA Leave/FLI and TDI Benefits/Compliance



LEGAL DEVELOPMENT: We've covered the amendments to the New Jersey Family Leave Act (NJFLA) in our recent HR TIPS. Last week, we highlighted the Department of Labor's FAQs on the amendments. This week we have:

- [The New Jersey Division On Civil Rights' FAQs on the NJFLA and amendments. The FAQs largely cover NJFLA basics and the amendment's new eligibility thresholds.](#)
- [The updated NJFLA poster, which incorporates the amendments.](#)
- [The updated NJFLA fact sheet.](#)



HR TIP: It's time to update your Company's NJFLA workplace poster, NJFLA/FMLA cover letters and packets, and policies on FMLA/NJFLA/NJFLI/NJTDI. The question is – what is the best way to do this, given the anticipation of interpretative regulations? One option - consider rolling out an individual leave policy now, followed up later, with an annual handbook update that incorporates your new policies.



Brigette N. Eagan, Esq.

973-535-7114

beagan@genovaburns.com

We hope that you find this Tip helpful. However, this Tip is not legal advice.

ABOUT ME

I work with HR and legal on the types of workplace issues that make you do a double take. I've been counseling employers and tackling their employment issues for two decades and going strong. I'm a Partner at Genova Burns and Chair of the Human Resources, Law and Compliance Practice Group.

