From: SR VP HUMAN RESOURCES <svphr@hr.rutgers.edu>
Sent: Tuesday, November 10, 2026 11:53 AM
To: administrative_all@rams.rutgers.edu <administrative_all@rams.rutgers.edu>
Subject: Important Updates to New Jersey Temporary Disability and Family Leave Insurance Laws



Dear Rutgers Colleagues,

Rutgers has updated its leave resources and processes to reflect recent changes to New Jersey's Temporary Disability Insurance (TDI) and Family Leave Insurance (FLI) programs. These updates are intended to make it easier for employees to understand their leave options and available benefits when they need time away from work.

What are TDI and FLI?

Temporary Disability Insurance (TDI) provides eligible employees with partial wage replacement when they are unable to work because of their own qualifying non-work-related illness, injury, pregnancy, or other health condition.

Family Leave Insurance (FLI) provides eligible employees with partial wage replacement when they take time away from work for certain qualifying family-care or bonding reasons.

What has changed?

TDI and FLI are State of New Jersey wage-replacement benefit programs. Effective July 17, 2026, New Jersey law also provides job protection to employees receiving TDI or FLI benefits during a period of unpaid leave when the employee's leave is not otherwise protected under the federal Family and Medical Leave Act (FMLA) or New Jersey Family Leave Act (NJFLA). Employees whose leave is protected by the FMLA or NJFLA continue to receive job protection under those laws.

The new law also changes how TDI and FLI benefits may coordinate with an employee's use of paid time and unpaid leave. Because the interaction of these programs will depend on an employee's individual circumstances and the leave and paid time available to them, employees are encouraged to review the updated resources below or contact OneSource for assistance.

New and updated resources are available

University Human Resources has developed new and updated resources to help employees understand TDI, FLI, and their interaction with other forms of leave. These resources include information about eligibility, applying for benefits, use of paid and unpaid time, job protection, and how different leave and benefit programs may run concurrently.

Temporary Disability and Family Leave Insurance FAQ

Leaves of Absence

Employees are encouraged to review these resources when considering or planning a leave of absence.

We are here to help

We understand that every employee's circumstances are different and that navigating leave during a significant health or family event can be challenging. The OneSource Faculty and Staff Support Center is available to help employees understand the Rutgers leave process, the programs that may apply to their circumstances, and the steps they need to take.

Employees with questions about current or anticipated leave should contact OneSource.

Rutgers remains committed to ensuring that employees have accurate, accessible information about the leave and benefit programs available to them and to supporting employees as they navigate these important life events.

Sincerely,

Vivian Fernández
Senior Vice President for Human Resources