

Baby Bonding Leave Guidelines

New Jersey-Based Employees

Effective January 1, 2024

Congratulations on your soon to be new family member! Premier offers additional Baby Bonding Leave to employees that have a new baby or child. The Baby Bonding Leave typically immediately follows their Maternity/Pregnancy Leave, and that's why we've developed the following guide to help set your expectations as to what will happen during a "typical" Baby Bonding leave process and the timing involved. Your leave of absence will be unique to you, but this guide will provide information that applies to most Baby Bonding leaves of absence.

Which employees are eligible?

All employees (including fathers employed) working continuously with Premier Talent Partners for a minimum of 12 months.

When Your Leave Begins

Your leave can begin when you are no longer considered Disabled by your doctor, which in most cases is 6 weeks following your baby's birth. However, Baby Bonding Leave can be initiated at any time prior to the baby's first birthday.

Specifics for Baby Bonding Leave

IMMEDIATELY FOLLOWING A PREGNANCY/MATERNITY LEAVE

- When you initiate your Maternity/Pregnancy Leave with NJ FLI, please make sure to indicate if you would like to take Baby Bonding Leave at the conclusion of your Disability.
- Because you live in NJ, you are eligible to receive the NJ Family Leave Insurance ("FLI") benefits. FLI provides up to 12 weeks of paid leave (see the amounts that follow).
- You are required to apply for NJ FLI benefits as a part of the leave policy. You can apply directly online.

NOT IMMEDIATELY FOLLOWING PREGNANCY LEAVE, BUT PRIOR TO THE BABY'S FIRST BIRTHDAY

- Please request Baby Bonding Leave 30-45 days prior to your expected departure date.
- Because you live in NJ, you are eligible to receive the NJ Family Leave Insurance ("FLI") benefits. The Total FLI time available is 12 weeks.

Benefits While On Leave

Your benefits will remain unchanged for up to 4 months. Upon your return as an active employee, the normal employee portion of the benefits cost during your leave will be deducted from your pay checks upon your return. If your total leave time is more than 4 months, your benefits will be terminated and you will be offered COBRA.



How You're Paid While on Baby Bonding Leave: Immediately Following Pregnancy Disability Leave

FIRST DAY ONCE PREGNANCY DISABILITY ENDS:

The State of NJ provides partial pay benefits (85%) up to \$1,055.00 per week.

- As a resident of New Jersey, you must apply for any state Family Leave Insurance benefits that you may be eligible for. The NJ FLI benefits are approximately 85% of your weekly income, with a maximum weekly benefit amount of **\$1,055.00 (2024)** per week.

Applying for state disability is your responsibility:

If you received NJ TDI, you will receive a form in the mail (FL2) with instructions on how to apply online for Family Leave Insurance benefits to bond with your newborn.

Benefits that you receive from the State may be taxed.

If you applied for SDI from United Healthcare, payments will be taxed.

YOU ARE NOT ELIGIBLE TO RECEIVE REIMBURSEMENTS, STIPENDS, BONUS OR COMMISSION PAYMENTS while (on Leave) you are receiving disability payments, as they will reduce the amount of disability benefit that you may receive.

Any bonus or commissions will be paid after your disability benefits end and you return to work.

How You're Paid While on Baby Bonding Leave: *Immediately Following Pregnancy Disability Leave*

Time Period (Calendar Weeks)	Type of Leave	Compensation
Weeks 1-12	Baby Bonding Leave	NJ FLI will pay a 85% benefit up to \$1,055 per week

FMLA: Family and Medical Leave Act is a federal law that provides job protection for up to 12 weeks. This Federal law is also only job protection, and not income replacement. Premier is in compliance with FMLA. For more information on FMLA, please visit <https://www.dol.gov/general/topic/benefits-leave/fmla>

