

Maternity Disability Leave Guidelines – New Jersey

Effective January 1, 2024

Congratulations on your soon to be new family member! Pregnancy disability leave is the most common type of leave and specific benefits do apply, that's why we've developed the following guide to help set your expectations as to what will happen during a "typical" maternity 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 maternity leaves of absence.

Which employees are eligible?

- All employees working continuously with Premier Talent Partners for a minimum of 12 months.
- All employees who make more than \$117,606.67 annually are encouraged to apply for short term disability and NJ Temporary Disability Insurance to replace your income.

When Your Leave Begins

Your leave will begin when it has been approved by HR or when your physician certifies that you are unable to work due to your pregnancy. Please report your need for a leave a minimum of 30 days before your expected Due Date.

Contact Shaun with Newfront Insurance (shaun.dubrow@newfront.com) and Premier at people@premiertalentpartners.com prior with a doctor's certification.

You will normally be considered disabled for six weeks after the birth of your baby, regardless of the time you were out prior to delivery, and in some cases longer with certification from a doctor. You will receive disability benefits as shown below only while you are considered disabled.

For information on how to contact NJ to initiate the process with NJ TDI, please visit:

<https://www.myleavebenefits.nj.gov/labor/myleavebenefits/worker/tdi/index.shtml>

Specifics for Pregnancy Leave

After you are no longer considered disabled, your disability benefit payments will stop. At that point, if you decide to take Bonding Leave with your child, that will begin Please see "What to Expect when on Bonding Leave" for more information.

Healthcare Benefits While On Leave

Your benefits will remain unchanged for up to 4 months and the normal employee portion of the benefits cost will apply. If your total leave time is more than 4 months, your benefits will be terminated and you will be offered COBRA. If you are currently enrolled in Premier benefits, you will be required to pre-pay your premium contribution for the time of your leave prior to last day worked.

If you want to add your new child to Premier Talent Partners benefits (medical / dental / vision / life) or make other changes to your benefits, please log-in to **UKG within 30 days of your baby's birth**

Don't forget to take advantage of your UHC Employee Assistance Program (EAP) benefits.

Call UHC EAP: [1-866-302-4480](tel:1-866-302-4480) or liveandworkwell.com; access code **LIFEBENSVS**

How You're Paid While on Maternity Leave

- Please complete the UHC STD Claim form and submit to shaun.dubrow@newfront.com.
- The maximum disability benefit you will receive from ALL sources is 60% of your weekly earnings.

Example: If you live in New Jersey and have a pre-disability income of \$120,000 annually, you would be due a weekly benefit of \$1,384.62 (60%).

EXAMPLE OF PAYMENT WHILE ON PREGNANCY LEAVE:

Time Period (Calendar Weeks)		Compensation
Baby is born and is covered under mother's medical plan for 30 days. You have 30 days to add your baby to your benefit plan. To add your baby to your medical plan, reach out to benefits@premiertalentpartners.com		
Week 1 (Calendar Days 1-7)	Disability Waiting Period Starts	You have the right to access the Premier Flexible Time Off plan (if eligible) or go without income.
Weeks 2-8 (Starting Day 8)	Maternity Leave / Disability Leave	Disability Benefits: Up to 60% weekly earnings from UHC STD for up to 6 weeks (8 if approved), and up to 85% of your average weekly wage in New Jersey, up to a maximum of \$1055 per week in 2024 for up to 26 weeks (typical claims last 6-8 weeks).
Weeks 9+	Baby Bonding Leave	Refer to Baby Bonding Leave Flyer.