



New Jersey Temporary Disability Benefits (NJ TDB)

2021 vs. 2020 Benefit Provisions Comparison

NJ TDB Rates¹

Calendar Year	2021		2020	
Employee Contribution Rate	0.47% of employee's covered taxable wages, up to the taxable wage base maximum		0.26% of employee's covered taxable wages, up to the taxable wage base maximum	
Taxable Wage Base Maximums	Employee \$138,200 (107 times SAWW)	Employer \$36,200 (28 times SAWW)	Employee \$134,900 (107 times SAWW)	Employer \$35,300 (28 times SAWW)
Employee Annual Maximum Contribution	\$649.54		\$350.74	

NJ TDB Benefit Provisions¹

Calendar Year	2021		2020	
Effective Date	January 1, 2021		January 1, 2020	July 1, 2020
Benefit Percentage of employee's average weekly wage	85%		66.67%	85%
Maximum Weekly Benefit	\$903 (70% of SAWW)		\$667 (53% of SAWW)	\$881 (70% of SAWW)
Maximum Benefit Duration	26 weeks		26 weeks	

¹The New Jersey State Department of Rates & Statistics annually publishes the NJ State Average Weekly Wage (SAWW), which is the basis for determining the maximum taxable wage base and maximum weekly benefits for the subsequent calendar year. On July 8, 2020, the NJ 2019 Statewide Average Weekly Wage was published as \$1,291.42. Formal promulgation of the 2021 NJ Temporary Disability Benefits and Rates were announced by NJ State Department Labor, September 24, 2020. https://labor.ny.gov/stats/avg_wkly_wage.shtm.

NJ TDB Benefit Provision Enhancements

Partial Disability Benefits
(effective June 17, 2020)

Up to 8 weeks, unless medically warranted, then up to 12 weeks

- Eligibility Requirements:
 - Employer must be agreeable
 - Employee must have been totally disabled for at least 7 days
 - Physician must confirm employee's ability to return to work on a reduced work schedule

Job Protection /
Non-Retaliation Provision

Job protection provisions under the Family Leave Act are extended employees under NJ TDB law, businesses with 30 or more employees. Employers are now prohibited from any means of retaliation against an employee after a period of temporary disability or family leave.

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This document presents a brief overview of the New Jersey Temporary Disability Benefits law. The law and its implementing regulations, as well as the TDB policy documents issued to covered employers, will govern the actual administration of the TDB benefits and control in case of any conflict in or absence of information. This is not intended as legal advice. Please consult with appropriate professionals for legal, compliance and tax advice.

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