NOTICE OF NJ TEMPORARY DISABILITY BENEFIT RATES

For disabilities beginning January 1, 2015, or later, New Jersey Commission of Labor and Workforce Development, Harold J. Wirths, has set the maximum weekly temporary disability benefits rate at $604 and the taxable wage base at $32,000. The base week amount will increase to $165 and the alternate earnings test will increase to $8,300. If Princeton University’s plan is more liberal than the above requirements, these statutory changes may not affect the provisions of the plan.

Current Rates and Benefit Entitlements

The Princeton University short term disability program is established in accordance with the Temporary Disability Law of the State of New Jersey and the federal Family Medical Leave Act (FMLA).

1. For all eligible regular full-time or part-time employees, the University supplements the New Jersey Temporary Disability rate to base salary for up to a maximum of 12 weeks for any approved disability and to 75% of full base salary for an additional 14 weeks for any approved disability. The combined period of supplemental disability pay or any continued period of disability is limited to 26 weeks in total per any 12 month period. Any qualified disability period during an unpaid leave of absence, scheduled non-working period or post employment will be paid in accordance with the state formula in effect at the time of the approved absence.

2. Probationary and casual employees may be eligible for the minimum legal benefit as defined under the New Jersey State statute. Positions are not held for probationary and temporary employees.

3. Employees who are members of a union may be paid according to a different schedule and/or rate. Supervisors should consult the applicable contract to determine the appropriate temporary disability rate.

Eligibility Requirements

To be eligible for a short term, or temporary, disability leave, employees must meet the following basic criteria:

1. The employee must be unable to perform his or her regular job or any work appropriate to the disability that may be offered.

2. The employee must be disabled for at least eight full consecutive calendar days as certified by a licensed health care provider.

3. The employee must be under the care of the appropriate licensed health care provider for the presenting condition who certifies the limitation that prohibits the employee from working, and provides the treatment plan, regimen and schedule for recovery and return to work.

4. The employee must be following the treatment plan as provided by his/her health care provider.

5. The employee must complete and submit the short term disability application to the Office of Employee Health.

6. The disability medical certificate furnished by the employee must be acceptable to the Office of Employee Health.

Appeal Rights

If the Office of Employee Health denies an employee's claim for temporary disability, the employee has the right to appeal the decision in accordance with New Jersey Temporary Disability Law. The notice of denial and the procedure for filing an appeal of the denial is provided in writing to the employee by the Office of Employee Health at the time the decision to deny benefits is made and may also be found at www.state.nj.us/labor/tdi/privappeal.html.