

ASSEMBLY, No. 4183

STATE OF NEW JERSEY
217th LEGISLATURE

INTRODUCED SEPTEMBER 19, 2016

Sponsored by:

Assemblyman LOUIS D. GREENWALD
District 6 (Burlington and Camden)

SYNOPSIS

Requires additional data in annual temporary disability and family leave insurance reports.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning temporary disability and family leave insurance
2 data reports and amending P.L.2008, c.17.

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4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

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7 1. Section 13 of P.L.2008, c.17 (C.43:21-39.4) is amended to
8 read as follows:

9 13. a. The Commissioner of Labor and Workforce Development
10 shall issue and make available to the public, not later than
11 December 31, 2010, and each subsequent year, annual reports
12 providing data on temporary disability benefits, including separate
13 data for claims involving pregnancy and childbirth, and family
14 temporary disability benefits, including separate data for each of the
15 following categories of claims: care of newborn children; care of
16 newly adopted children; care of sick children; care of sick spouses,
17 and care of other sick family members. The reports shall include,
18 for each category of claims, the occupations of the workers
19 receiving the benefits, the regular weekly wages earned by the
20 workers receiving the benefits, the number of workers receiving the
21 benefits, the number of workers receiving the benefits that work
22 full-time, the number of workers receiving the benefits that work
23 part-time, the number of workers receiving the benefits that belong
24 to a labor union or employee organization, the number of employers
25 employing each worker in the worker's base year, the amount of
26 benefits paid, the average duration of benefits, the average weekly
27 benefit, the county in which the employer is located, whether the
28 employer is private or a governmental entity, the employer size
29 based on whether the employer employs less than 50 workers or
30 employs 50 or more workers, and, in the case of family temporary
31 disability benefits, any reported amount of sick leave, vacation or
32 other fully paid time which resulted in reduced benefit duration, and
33 the number of workers claiming intermittent benefits. The report
34 shall provide data by: gender; race, ethnicity or national origin;
35 level of educational attainment; citizenship status; and by any other
36 demographic factors determined to be relevant by the
37 commissioner. The reports shall also provide, for all temporary
38 disability benefits and for all family temporary disability benefits,
39 the number of workers claiming both temporary disability benefits
40 and family temporary disability benefits in the same calendar year,
41 the total costs of benefits and the total cost of administration, the
42 portion of benefits for claims during unemployment, and the total
43 revenues from: employer assessments, where applicable; employee
44 assessments; and other sources.

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1 b. The commissioner may, in his discretion, conduct surveys
2 and other research regarding, and include in the annual reports
3 descriptions and evaluations of, the impact and potential future
4 impact of the provisions of P.L.2008, c.17 (C.43:21-39.1 et al.) on
5 the State disability benefits fund, and other effects of those
6 provisions, including the costs and benefits resulting from the
7 provisions of P.L.2008, c.17 (C.43:21-39.1 et al.) for:

8 (1) Employees and their families, including surveys and
9 evaluations of: what portion of the total number of employees
10 taking leave would not have taken leave, or would have taken less
11 leave, without the availability of benefits; what portion of
12 employees return to work after receiving benefits and what portion
13 are not permitted to return to work; and what portion of employees
14 who are eligible for benefits do not claim or receive them and why
15 they do not;

16 (2) Employers, including benefits such as reduced training and
17 other costs related to reduced turnover of personnel, and increased
18 affordability of family temporary disability leave insurance through
19 the State plan, with special attention given to small businesses; and

20 (3) The public, including savings caused by any reduction in the
21 number of people receiving public assistance.

22 c. The total amount of any expenses which the commissioner
23 determines are necessary to carry out his duties pursuant to this
24 section shall be charged to the Family Temporary Disability Leave
25 Account of the State disability benefits fund, except that the amount
26 shall in no case exceed \$150,000 during any fiscal year.

27 (cf: P.L.2008, c.17, s.13)

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29 2. This act shall take effect immediately.

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STATEMENT

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33 This bill requires the Commissioner of Labor and Workforce
34 Development to provide additional data in the annual reports of the
35 temporary disability and family leave insurance programs. Current
36 law requires the commissioner to issue and make available to the
37 public an annual report of these programs that provides data
38 regarding program usage, claimant demographics, program costs
39 and revenues.

40 This bill expands the list of data that must be provided in the
41 annual reports, to include the gross wages of workers receiving
42 benefits, labor union membership of workers receiving benefits,
43 intermittent usage of family leave benefits, the race, ethnicity or
44 national origin of workers receiving benefits, the citizenship status
45 of workers receiving benefits, the educational attainment level of
46 workers receiving benefits, the location of employers employing
47 workers that receive benefits, and whether the employer is private
48 or a governmental entity.