



New Jersey Releases 2026 Disability and Family Leave Amounts

Issued date: 12/22/25

New Jersey has announced the 2026 contribution rates and benefit level parameters for the Temporary Disability Insurance (“TDI”) and Family Leave Insurance (“FLI”) programs. The 2026 rates and benefit parameters are as follows:

	2025	2026
Maximum TDI and FLI Weekly Benefit	\$1,081	\$1,119
Alternative Earnings Test Amount for TDI and FLI	\$15,200	\$15,500
Base Week Amount for TDI and FLI	\$303	\$310
Taxable Wage Base (employers) for TDI	\$43,300	\$44,800
Taxable Wage Base (employees) for TDI and FLI	\$165,400	\$171,100
Employee Contribution Rate for TDI	0.23%	0.19%
Employee Contribution Rate for FLI	0.33%	0.23%

■ Temporary Disability Insurance 2026

Temporary Disability Insurance provides benefits to eligible New Jersey workers for non-job-related illness, injury, or other disability that prevents them from working or due to certain public health emergency reasons.

To be eligible for TDI employees must have –

- Worked 20 weeks earning at least \$310 per week (“Base Week Amount”), or
- Have earned a combined total of \$15,500 (“Alternative Earnings Test”) in the four quarters (“base year”) prior to taking leave.



Following a 7-day waiting period (except for certain public health emergencies), the weekly TDI benefit is 85% of an employee's average weekly wage but no greater than \$1,119. TDI may be payable for up to 26 weeks in a 52-week period.

The maximum contribution for 2026 is 0.19% up to the Taxable Wage Base (Employee) of \$171,100 equal to \$325.09.

■ Family Leave Insurance 2026

Family Leave Insurance provides benefits to eligible New Jersey workers for (i) the first 12 months following the birth, adoption or foster care placement of a child, or (ii) to care for a seriously ill family member.

To be eligible for FLI employees must have –

- Worked 20 weeks earning at least \$310 per week (“Base Week Amount”), or
- Have earned a combined total of \$15,500 (“Alternative Earnings Test”) in the four quarters (“base year”) prior to taking leave.

The weekly FLI benefit is 85% of an employee's average weekly wage but no greater than \$1,119. FLI may be payable for 12 consecutive weeks in a 12-month period, or up to 8 weeks (56 individual days) in a 12-month period, if taking leave intermittently.

Employees contribute 0.23% of wages up to the 2026 Taxable Wage Base (Employee) of \$171,100 equal to \$393.53.

■ Employer Action

- Adjust payroll systems to reflect the new employee contribution rates.
- Notify employees about updated contribution rates, maximum weekly benefits and eligibility requirements for 2026.
- Ensure internal leave policies align with updated benefit parameters and eligibility rules.
- Confirm employer taxable wage base for TDI and adjust employer contributions.