

LEAVE OF ABSENCE TYPE

Benefits	FMLA/NJFLA Leave of Absence, Including leave for: (a) employee's own health condition, (b) to care for a spouse or loved one with a serious illness, or (c) maternity leave)		Sick Leave (employee not covered under on FMLA or NJFLA) or Personal Leave		Voluntary Furlough	Docked Pay	Military Leave	Jury Duty	Workers Compensation	
	Paid (employee using earned time)	Unpaid (including receiving TDI or FLI benefits, or employee exhausted earned leave)	Paid (employee using earned time)	Unpaid (including receiving TDI or FLI benefits, or employee exhausted earned leave)	Unpaid	Unpaid	Employer Paid	Employer Paid	Paid 100% through employee's earned Sick Leave	Paid by Risk Management
Health / Rx (See Fact Sheet #20: https://www.state.nj.us/treasury/pensions/documents/factsheets/fact20.pdf)	Coverage Continues and premiums paid via pay check deduction	To continue coverage, pay employee share of the benefit premium for the first 3 months, then pay full cost (employee and employer)	Coverage Continues and premiums paid via pay check deduction	To continue coverage, pay employee share of the benefit premium for the first 3 months, then pay full cost (employee and employer)	Employee pays employee share of benefit premium	Employee pays employee share of benefit premium if not enough earnings to deduct from pay check	Coverage Continues and premiums paid via pay check deduction	Coverage Continues and premiums paid via pay check deduction	Coverage Continues and premiums paid via pay check deduction	Coverage Continues and contributions paid through Risk Management
Dental (See Fact Sheet #20: https://www.state.nj.us/treasury/pensions/documents/factsheets/fact20.pdf)	Coverage Continues and premiums paid via pay check deduction	Employee pays employee share of the benefit premium for the first 3 months, then pays full cost (employee and employer)	Coverage Continues and premiums paid via pay check deduction	To continue coverage, pay employee share of the benefit premium for the first 3 months, then pay full cost (employee and employer)	Employee pays employee share of benefit premium	Employee pays employee share of benefit premium if not enough earnings to deduct from pay check	Coverage Continues and premiums paid via pay check deduction	Coverage Continues and premiums paid via pay check deduction	Coverage Continues and premiums paid via pay check deduction	Coverage Continues and contributions paid through Risk Management
Pension - ABP (See Fact Sheet #20: https://www.state.nj.us/treasury/pensions/documents/factsheets/fact20.pdf)	Contributions continue	No Contributions are made	Contributions continue	No Contributions are made	No contributions withheld if earn less than 50% per pay check	No contributions withheld if earn less than 50% per pay check	Contributions continue	Contributions continue	Contributions continue	Contributions paid through Risk management
Pension - PERS/PFRS (See Fact Sheet #20: https://www.state.nj.us/treasury/pensions/documents/factsheets/fact20.pdf)	Contributions continue	No Contributions are made but employee may buyback time when return to work	Contributions continue	No Contributions are made but employee may buyback time when return to work	If payroll can they will withhold full deduction. If not enough gross pay to cover, then no deduction taken (i.e. no partial deductions will be withheld)	If payroll can they will withhold full deduction. If not enough gross pay to cover, then no deduction taken (i.e. no partial deductions will be withheld)	Contributions continue	Contributions continue	Contributions continue	Contributions continue
Anniversary Date (Career Service only)	No change	Anniversary date pushed ahead one pay period for every 10 unpaid days	No change	Anniversary date pushed ahead one pay period for every 10 unpaid days	No change	Anniversary date pushed ahead one pay period for every 10 unpaid days	No change	No change	No change	No change
Life Insurance (See Fact Sheet #20: https://www.state.nj.us/treasury/pensions/documents/factsheets/fact20.pdf)	Coverage Continues	Continues as outlined in Fact Sheet #20	Coverage Continues	Continues as outlined in Fact Sheet #20	Continues as outlined in Fact Sheet #20	Continues as outlined in Fact Sheet #20	Coverage Continues	Coverage Continues	Coverage Continues	Coverage Continues
Sick Time	Accrues	Does not accrue	Accrues	Does not accrue	Accrues	Does not accrue	Accrues	Accrues	Accrues	Accrues
Vacation Time	Accrues	Does not accrue	Accrues	Does not accrue	Accrues	Does not accrue	Accrues	Accrues	Accrues	Accrues
Personal/ADL	Accrues	Does not accrue	Accrues	Does not accrue	Accrues	Does not accrue	Accrues	Accrues	Accrues	Accrues

Disclosure - For informational purposes only and not intended to be a guarantee of benefits