

ASSEMBLY, No. 2498

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED FEBRUARY 3, 2020

Sponsored by:

Assemblyman LOUIS D. GREENWALD

District 6 (Burlington and Camden)

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District 14 (Mercer and Middlesex)

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District 33 (Hudson)

Co-Sponsored by:

Assemblywoman Downey and Assemblyman Houghtaling

SYNOPSIS

Requires Commissioner of Labor and Workforce Development to design and make available to public a webinar on TDI, family temporary disability leave, and family leave.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 2/13/2020)

1 **AN ACT** concerning digital media information regarding temporary
2 disability leave, family temporary disability leave, and family
3 leave and supplementing chapter 1 of Title 34 of the Revised
4 Statutes.

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

8
9 1. a. The Commissioner of Labor and Workforce Development
10 shall design and make available to the public on the department's
11 website a webinar, or some other form of digital media as
12 determined by the commissioner, that provides information on a
13 covered employee's rights and obligations, including how a covered
14 employee may apply for benefits and what documents are required
15 for such an application, pursuant to the provisions of the
16 "Temporary Disability Benefits Law," P.L.1948, c.110 (C.43:21-25
17 et al.), P.L.2008, c.17 (C.43:21-39.1 et al.), and the "Family Leave
18 Act," P.L.1989, c.261 (C.34:11B-1 et seq.). The webinar shall also
19 include information on a covered employer's rights and obligations
20 under each of these laws. The commissioner shall publicize the
21 availability of the webinar, or other form of digital media, to
22 employers in the State and promote it as a tool for employers to
23 provide employees with information regarding these laws. The
24 webinar, or other form of digital media, shall be designed and made
25 public no later than one year after the effective date of this act, and
26 shall be updated as needed to reflect current law.

27 b. The webinar, or other form of digital media, designed and
28 made available pursuant to subsection a. of this section may be used
29 **【by employers】 in conjunction with the display or distribution of any**
30 **other form of employee notification** to fulfill the **【employee】**
31 notification requirements of section 25 of P.L.1948, c.110 (C.43:21-
32 49), section 10 of P.L.2008, c.17 (C.43:21-39.1), and section 6 of
33 P.L.1989, c. 261 (C.34:11B-6), provided that the webinar, or other
34 form of digital media, is utilized in conjunction with the display or
35 distribution of any other form of employee notification as required by
36 law or regulations promulgated by the commissioner pursuant to law.

37
38 2. This act shall take effect immediately.

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STATEMENT

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43 This bill requires the Commissioner of Labor and Workforce
44 Development to design and make available to the public on the
45 department's website a webinar, or some other form of digital

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 media, that provides information on a covered employee's rights
2 and obligations, including how a covered employee may apply for
3 benefits and what documents are required for such an application,
4 pursuant to the temporary disability insurance law, P.L.1948,
5 c.110 (C.43:21-25 et al.); the family leave insurance law, P.L.2008,
6 c.17 (C.43:21-39.1 et al.); and the "Family Leave Act," P.L.1989,
7 c.261 (C.34:11B-1 et seq.). The webinar is also required to include
8 information on a covered employer's rights and obligations under
9 each of these laws.

10 Under the bill, the commissioner is required to publicize the
11 availability of the webinar, or other form of digital media, to
12 employers in the State and to promote it as a tool for employers to
13 provide employees with information regarding these laws. As
14 amended, employers may not use the webinar alone to fulfill the
15 employee notification requirements in the temporary disability
16 insurance law, the family leave insurance law, and the "Family
17 Leave Act." Generally, a webinar is a web-based presentation,
18 lecture, workshop, or seminar that is transmitted over the Internet.