Are private FLI and TDB plans right for your New Jersey business?

The Hartford began offering **Family Leave Insurance (FLI)** in January 2023, in addition to our Temporary **Disability Benefits (TDB)** plan. Some employers may now be considering switching from the state-run plans to The Hartford's plans.

As a leader in Paid Family and Medical Leave, Statutory Disability and Absence Management, we have the experience to work with employers considering a private plan and recommend that employers carefully consider the following factors when deciding between the state and private plans.

Employer Requirements	
Choosing A Private Plan:	**Choosing The State Plan:**
Employers can opt out of the state plan via application by: • Offering the same or more generous Paid Leave benefits than the state plan. • Providing benefits that cost employees no more than the state plan. • Ensuring eligibility isn't more restrictive than it would be for a state plan. • Offering the same protections and rights of the state plan. • Employers' choice - can be paid entirely by the employer, or both employee and employer can contribute. • If an employer's private plan is state approved, the employer is exempt from remitting contributions to the state from the approval effective date and going forward.	Employers who prefer to use the state plan: • Will always be subject to the statutory pricing for TDB. • Must be aware that their employees will always be subject to the state plan's statutory contribution rates for FLI. • Can default into the state plan once registered with the state and have reported $1,000 in taxable wages.

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Fully Insured Private Plan Considerations

A fully insured plan gives employers the opportunity to leverage the expertise of a private carrier for a streamlined, integrated approach to administration and claims. Employers can consider these potential advantages of a fully insured option:

- The ability to be more flexible with the benefits that they provide their employees.
- Administrative ease for both the employer and employee.
- One point of contact for Account Management services and support.
- Leverage expertise in compliance and statutory coverage.
- End-to-end claim experience for Leaves that includes return-to-work support for employees.
- Seamless integration with TDB, STD and LTD.

Self-Insured Private Plan Considerations

For other employers, the solution for their benefit program is to self-insure. There are a variety of factors for employers to consider when thinking about self-insuring including:

- The ability to be more flexible with the benefits that they provide their employees.
- Depending on the size of the group and claim experience, the cost of claims and administration may cost less than paying a monthly premium on every covered employee.
- Partnering with a knowledgeable, experienced claim administrator, such as The Hartford, may offer a superior claimant experience.
- One point of contact for Account Management services and support.
- Self-insured plans must be bonded, insuring the financial viability of the program.

Process for Filing an Exemption From the State Plan

To file for approval of a self-insured private plan, employers must file an application and plan document with the state.

To file for approval of a fully insured private plan, The Hartford will assist with filing the proper application and policy documents with the state.

Partnering With The Hartford

We are a market leader for Statutory Disability and Leave Management, providing statutory coverage since 1950. We can help employers:

- Simplify administration for employers and employees.
- Enhance the employee experience with compassionate support and additional resources.
- Design compliant plans and provide educational resources for employers and employees.

For more information about The Hartford's NJ FLI and TDB private plans, call your local representative or visit **TheHartford.com/paid-family-medical-leave/nj**

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