

**ANNUAL REPORT FOR 2017**  
**FAMILY LEAVE INSURANCE AND**  
**TEMPORARY DISABILITY INSURANCE PROGRAMS**

New Jersey Department of Labor and  
Workforce Development  
Office of Research and Information  
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## **FAMILY LEAVE INSURANCE AND TEMPORARY DISABILITY INSURANCE PROGRAMS**

The enactment of P.L. 2008, chapter 17 on May 2, 2008 created the New Jersey Family Leave Insurance Program and required the Commissioner of the Department of Labor and Workforce Development to issue annual reports, containing information on both the Family Leave Insurance (FLI) and Temporary Disability Insurance (TDI) programs. This report provides a summary of data on claims during calendar year 2017 for the State Plan for FLI and the State Plan for TDI, along with comparative information from 2016. The data are derived from New Jersey's Disability Automated Benefits System (DABS), which was developed in 1989.

The report provides information on claims, claimant characteristics, benefits, revenues and administrative expenses during 2017 for the State Plan for FLI, which can be found in Tables 1 through 5. The report also provides similar information for 2017 for the State Plan for TDI, which can be found in Tables 6 through 9.

### **Highlights**

The report contains the following key highlights:

- During 2017, the eighth full calendar year of New Jersey's FLI program, there were 34,050 eligible claims, compared with 32,171 in 2016.
- Over 84 percent of eligible FLI claims were filed to bond with a newborn or newly adopted child, with the remainder of claims to care for a seriously ill family member.
- Gross benefit payments totaled \$93.8 million for FLI, with an average weekly benefit amount for all claims of \$538.
- The average duration for FLI cases completed in 2017 was 5.2 weeks, the same as in the past four years. The average amount of benefits paid for FLI cases completed in 2017 was \$2,786, an increase of just over two percent compared with 2016 (\$2,726).
- The largest single group of FLI claimants was females under age 45, which includes most women of childbearing age. This category accounted for about 76 percent of FLI eligible claimants in 2016.
- Nearly all FLI eligible bonding claimants were under age 45 (98.7%), while the majority of FLI eligible family care claimants were over the age of 45 (64.8%).
- TDI claims for benefits due to pregnancy and complications of childbirth were the largest TDI claims category in 2017, comprising about one-fourth of eligible claims.

- The largest single group of TDI claimants, again, was females under age 45. In 2017, this category accounted for over 41 percent of eligible and ineligible claimants, respectively. The overall percentage of claimants under age 45 has been steadily declining over the past 28 years as older workers comprise a larger proportion of the labor force.
- The average duration for all TDI cases completed in 2017 was 10.0 weeks, while the average amount of benefits paid for completed cases was \$4,617.

## **Background**

With the enactment of P.L. 2008, chapter 17, on May 2, 2008, New Jersey extended the temporary disability benefits program to provide FLI benefits, a monetary benefit (not a leave entitlement), for covered individuals bonding with newborn or newly adopted children or caring for seriously ill family members. Beginning July 1, 2009, claimants became eligible for up to six weeks of FLI benefits per 12-month period. Workers may receive weekly FLI benefits equal to two-thirds of their average weekly wage, up to a maximum weekly benefit amount of \$633 in 2017.

Bonding family leave must be taken for a period of more than seven consecutive days, unless the employer permits the leave to be taken in non-consecutive periods, in which case, each leave period must be at least seven days. In the case of claims to care for a seriously ill family member, leave may be taken either for six consecutive weeks, for intermittent weeks or for up to 42 intermittent days per 12-month period. A family member is defined as the claimant's child, spouse, domestic partner, civil union partner or parent. A child must be the claimant's biological or adopted child, foster child, stepchild, legal ward or the child of the claimant's domestic or civil union partner. The child must be less than 19 years old, or if 19 or older, must be incapable of self-care because of mental or physical impairment.

The family leave program is funded entirely through worker contributions, which were equal to 0.10 percent of taxable wages in calendar year 2017, up from 0.08 percent in 2016. Worker contributions to the family leave account in the disability benefits fund began on January 1, 2009 at a rate of 0.09 percent of taxable wages. The worker contribution rate is adjusted annually to a rate sufficient to maintain an account balance needed to pay benefits. During calendar years 2015, 2014, 2013, 2012, 2011 and 2010, the contribution rate was equal to 0.09, 0.10, 0.10, 0.08, 0.06 and 0.12 percent of taxable wages, respectively.

All New Jersey employers covered by the Unemployment Compensation Law are also subject to the FLI provisions of the Temporary Disability Benefits Law, including certain government entities which are not automatically covered by TDI. A subject employer is automatically covered under the State Plan for FLI unless it has covered its workers under an approved private plan for FLI. Estimated State Plan covered employment for family leave insurance averaged 3,942,000 workers in 2017 and 3,893,900 in 2016. Private plan FLI covered employment averaged 15,167 workers in 2017 and 12,790 in 2016.

Since its enactment in 1948, the New Jersey Temporary Disability Benefits Law has provided benefits to workers affected by non-work related injuries or illnesses. All employers, except local government employers, for which coverage is optional, are subject to the provisions of this law when their quarterly payrolls are at least \$1,000. Employers may choose between the State's insurance plan or obtain private coverage equal to or better than the State Plan. The State TDI Plan is funded through a combination of worker and employer contributions. State Plan covered employment for temporary disability insurance averaged 2,728,590 in 2017 and 2,699,549 in 2016.<sup>1</sup> Private plan TDI covered employment rose by 2.9 percent in 2017, averaging 774,898 in 2017 and 752,783 in 2016.

## **FAMILY LEAVE INSURANCE**

### **Summary of FLI Claims and Benefits**

During calendar year 2017, there were 34,050 eligible FLI claims, up by nearly six percent from 2016 when 32,171 eligible claims were filed (see Tables 1 and 1A). Of the 2017 total, over 84 percent were bonding claims (28,707), with the remaining claims for care of a seriously ill family member (5,343). Claims for bonding with a newborn child were the largest single category of claims in 2017 out of the five claimant groups, comprising 83.9 percent of all eligible claims. The next largest category was for care of a family member other than a child or spouse (which includes parents); this category comprised 6.9 percent of total eligible claims.

Gross benefit payments rose to \$93.8 million in 2017, an increase of 6.7 percent from 2016 when benefits totaled \$87.9 million. During 2017, \$83.0 million, or 88.5 percent, of benefit payments were for bonding claims. The average weekly benefit amount for all claims was \$538, ranging from a low of \$499 for care of a seriously ill child to a high of \$591 for bonding with a newly adopted child. The average total benefit per eligible claim was \$2,756. Benefit measures, such as the average weekly benefit amount and gross benefit payments, are influenced by changes in the maximum weekly benefit rate which rose by 2.9 percent from \$615 in 2016 to \$633 in 2017.

The estimated average duration for all FLI eligible new claims was 5.1 weeks. Generally, bonding claims have had a longer average duration of 5.3 weeks, compared with family care claims which averaged 4.0 weeks.

### **FLI Claimant Characteristics**

Table 2 contains data on the age and sex of all FLI claimants in 2017, with Tables 2A and 2B providing age and sex data for bonding claimants and family care claimants, respectively. Claimant characteristics data for 2016 were generally similar to those for prior years. Females represented 83.9 percent of all eligible claimants for whom information was available and 74.3 percent of ineligible claimants (see Table 2). Females

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<sup>1</sup> Actual data for State Plan and private plan temporary disability covered employment and employers became available again beginning with the third quarter of 2011 due to the development of a new reporting methodology.

under age 45, which includes most women of childbearing age, were the largest single group of family leave claimants again in 2017, accounting for 76.3 percent of eligible and 61.2 percent of ineligible claimants. Claimants under 45 years of age accounted for 89.5 percent of total eligible claimants in 2017. Claimants between the ages of 25 and 34 were the largest subcategory, comprising 55.2 percent of all eligible claimants.

For FLI claimants taking leave to bond with a newborn or newly adopted child, females comprised 84.4 percent of eligible claimants, while males comprised 14.6 percent (see Table 2A). Nearly all eligible bonding claimants were under age 45 (98.7%), with 62.5 percent between the ages of 25 and 34 and 31.8 percent in the age range of 35 to 44.

The majority of FLI eligible claimants taking leave to care for a seriously ill family member were female (75.2%). Males comprised 24.8 percent of family care claimants, compared with 14.6 percent of bonding claimants (see Table 2B). In contrast to bonding claimants, 64.8 percent of eligible family care claimants were over the age of 45. Nearly one-third of eligible family care claimants were in the age range of 45 to 54 (29.1%).

### **FLI Completed Cases by Type of Claim**

Table 3 contains a summary of average claim duration and average benefit payment data by type of claim for cases which were completed in 2017 and 2016. Completed cases include those claims formally closed in the FLI database, as well as those with no payment activity for 90 days.

Of the 33,540 total completed FLI cases during 2017, 84.2 percent were for bonding with a newborn or newly adopted child (28,236) and 15.8 percent were for care of a seriously ill family member (5,304). Completed cases in 2017 immediately following a TDI claim for pregnancy and childbirth (14,666) accounted for 43.7 percent of total completed cases, with bonding claims not immediately following a TDI claim for pregnancy and childbirth comprised 40.5 percent (13,570) of all completed cases.

The average duration of a family leave claim to bond with a newborn or newly adopted child was 5.4 weeks in 2017. FLI bonding claims immediately following TDI pregnancy and childbirth claims recording slightly longer average durations (5.6 weeks) when compared with bonding claims that did not immediately follow TDI claims (5.2 weeks). Completed cases for care of a seriously ill family member had an average duration of 4.1 weeks, while the average duration for all completed cases was 5.2 weeks.

The average gross benefits paid per completed case was \$2,786, with the average benefit payment for bonding claims (\$2,917) about 40 percent higher than the average for family care claims (\$2,084). The average benefit payment for bonding claims immediately following a TDI claim (\$2,863) was about four percent lower than for bonding claims that did not follow a TDI claim (\$2,976).

### **FLI Employer Required Leave Resulting in Reduced Benefit Duration**

Employers have the option of requiring their employees to use up to two weeks of any employer paid leave prior to receiving FLI benefits, with the duration of the employee's FLI claim reduced by the amount of employer paid leave taken. Table 4 contains a summary of claims which had reduced benefit duration because of employer required sick leave, vacation or other fully paid leave.

During 2017, there were 4,417 claims, or 13.0 percent of all eligible family leave claims (34,050), which had reduced benefit duration due to the use of some type of employer required fully paid leave. For these claims, benefits were reduced by an average of 10 days, the same as in all prior years of the FLI program.

### **FLI Revenues, Benefits and Administrative Expenses**

Table 5 contains a summary of State Plan revenues, benefits and administrative expenses during 2017 and 2016. It should be noted that State Plan benefit totals in Table 5 are reported on a cash basis and do not match the benefit payment data in Tables 1, 1A and 3 which are compiled from monthly disability workload reports by type of claim.

The State Plan for FLI is financed entirely through worker contributions, which totaled \$108.8 million in 2017 and \$83.7 million in 2016. The worker contribution rate was 0.10 percent of taxable wages in 2017, up from the rate of 0.08 percent in 2016. The worker contribution rate is calculated annually and adjusted as necessary based on the balance in the fund and expected benefits and expenses for the upcoming year.

Total FLI State Plan benefits during 2017 were \$94.0 million, an increase of 7.0 percent from 2016 when benefits were \$88.1 million. Benefit payments for family leave during unemployment were \$0.7 million in 2017, the same as in 2016. FLI administrative expenses increased from \$2.9 million in 2016 to \$4.8 million during 2017. The increase was largely attributable to the timing of a cash payment of expenditures for FY 2018.

## **TEMPORARY DISABILITY INSURANCE**

### **Summary of TDI Claims and Benefits**

Claims for TDI benefits are broken down into 17 major claim categories based on the claimant's type of illness or injury. Table 6 shows the number of eligible claims for disabilities due to pregnancy and complications of childbirth compared with disabilities for all other types of claims. Claims for benefits due to pregnancy and complications of childbirth were the largest single claims category in 2017 and 2016 out of the 17 major claim categories, comprising 27.8 and 26.8 percent of all eligible claims, respectively. During 2017, there were 25,206 eligible claims for TDI benefits due to pregnancy and complications of childbirth compared with 65,413 eligible claims for the other 16 claim categories out a total of 90,619 eligible claims.

### **TDI Claimant Characteristics**

Table 7 contains a summary of data by age and sex for eligible and ineligible TDI claimants in 2017. Females under age 45, which includes most women of childbearing age, were the largest single group of claimants in 2017 as in each of the prior 28 years. This group accounted for 42.2 percent of eligible and 41.8 percent of ineligible claimants. Females represented 71.5 percent of all eligible claimants for whom information was available. Among ineligible claimants, 65.4 percent were female.

The percentage of all eligible claimants under 45 years of age rose slightly to 51.4 percent in 2017 from 51.2 percent in 2016. The percentage of claimants under 45 has generally been declining since 1989, reflecting a gradual increase in the proportion of older workers in the labor force. In 1989, the percentage of eligible claimants under the age of 45 was 69 percent.

### **TDI Completed Cases by Type of Claim**

Table 8 contains a summary of average claim duration and average benefit payment data for TDI cases which were completed in 2017 and 2016. Completed cases include those claims formally closed in the TDI database, as well as those with no payment activity for 90 days. As with eligible claims, pregnancy and complications of childbirth were again the largest single category of TDI completed cases in 2017, with 24,775 cases comprising 27.8 percent of total completed cases (89,242). For all other claim categories combined, there were 64,467 completed cases, which comprised 72.2 percent of the total.

The average claim duration for disabilities related to pregnancy and childbirth was 8.9 weeks, compared with 10.4 weeks for non-pregnancy and 10.0 weeks for total completed cases. The maximum number of weeks allowable for any one period of disability is 26. Gross benefits for all cases completed during 2017 averaged \$4,617 per completed case, compared with \$4,584 in 2016. Average gross benefits per pregnancy and childbirth completed case were \$3,942 during 2017, somewhat lower than average gross benefits for other claim types combined of \$4,876 per completed case.

### **TDI Revenues, Benefits and Administrative Expenses**

Table 9 contains a summary of State Plan revenues, benefits and administrative expenses during 2017 and 2016. The State Plan for TDI is financed by a combination of worker and employer contributions which in 2017 totaled \$176.9 and \$259.1 million, respectively. During 2017, worker contributions rose by \$24.5 million compared with 2016 (+17.0%) due to an increase in the worker contribution rate to 0.24 percent from 0.20 percent over the same period. The State Disability Fund also had \$30.3 million in other income during 2017, including interest income.

Total TDI State Plan benefits paid during 2017 were \$407.9 million, with benefit payments for disability during unemployment of \$19.4 million. TDI administrative expenses were

\$45.0 million during 2017; this was higher than in CY 2016 due to the timing of a cash payment of expenditures for FY 2018.

The average weekly benefit amount (AWBA) for all TDI eligible claims during 2017 was \$465, an increase of about two percent compared with 2016 (\$455). The AWBA is not available separately for pregnancy and other claims.

**TABLE 1**  
**FAMILY LEAVE INSURANCE – STATE PLAN**  
**BENEFITS AND AVERAGE DURATION FOR ELIGIBLE CLAIMS**  
**Calendar Year 2017**

	<u>Claims for Bonding</u>			<u>Claims for Care of Seriously Ill Family Members</u>			<u>Total Care</u>	<u>Total All Claims</u>
	<u>Newborn</u>	<u>Adoption</u>	<u>Total Bonding</u>	<u>Child</u>	<u>Spouse</u>	<u>Other Family</u>		
Eligible Claims <sup>1</sup>	28,576	131	28,707	1,329	1,676	2,338	5,343	34,050
Gross Benefits (Millions) <sup>2</sup>	\$82.6	\$0.4	\$83.0	\$2.6	\$3.5	\$4.8	\$10.9	\$93.8
Estimated Average Benefit per Eligible Claim <sup>3,6</sup>	\$2,891	\$2,907	\$2,891	\$1,921	\$2,091	\$2,050	\$2,031	\$2,756
Average Weekly Benefit Amount <sup>4</sup>	\$543	\$591	\$543	\$499	\$513	\$504	\$505	\$538
Estimated Average Duration (Weeks) <sup>5,6</sup>	5.3	4.9	5.3	3.8	4.1	4.1	4.0	5.1

<sup>1</sup>Eligible claims are defined as eligible original determinations, plus eligible redeterminations, less ineligible redeterminations.

<sup>2</sup>In addition to total State Plan gross benefits of \$93.8 million, approximately \$0.7 million in Family Leave During Unemployment benefits were paid during 2017.

<sup>3</sup>Estimated average benefit per eligible claim is calculated as gross benefits divided by eligible claims.

<sup>4</sup>Average weekly benefit amount is calculated as gross benefits divided by weeks compensated.

<sup>5</sup>Estimated average duration is calculated as weeks compensated divided by eligible claims.

<sup>6</sup>The estimated average benefit and estimated average duration data may reflect claimants who are just beginning a claim or who are intermittent claimants and therefore have not collected all of their potential weeks of benefits and may also include individuals who began their claims in the prior year. The figures differ from the more accurate actual data for completed cases in Table 3, but are available for more claim categories than the data on completed cases.

**TABLE 1A**  
**FAMILY LEAVE INSURANCE – STATE PLAN**  
**BENEFITS AND AVERAGE DURATION FOR ELIGIBLE CLAIMS**  
**Calendar Year 2016**

	<u>Claims for Bonding</u>			<u>Claims for Care of Seriously Ill Family Members</u>			<u>Total Care</u>	<u>Total All Claims</u>
	<u>Newborn</u>	<u>Adoption</u>	<u>Total Bonding</u>	<u>Child</u>	<u>Spouse</u>	<u>Other Family</u>		
Eligible Claims <sup>1</sup>	26,796	105	26,901	1,333	1,594	2,343	5,270	32,171
Gross Benefits (Millions) <sup>2</sup>	\$77.1	\$0.3	\$77.4	\$2.6	\$3.2	\$4.7	\$10.4	\$87.9
Estimated Average Benefit per Eligible Claim <sup>3,6</sup>	\$2,877	\$3,108	\$2,879	\$1,948	\$1,998	\$1,990	\$1,982	\$2,732
Average Weekly Benefit Amount <sup>4</sup>	\$528	\$582	\$529	\$488	\$486	\$497	\$491	\$524
Estimated Average Duration (Weeks) <sup>5,6</sup>	5.4	5.3	5.4	4.0	4.1	4.0	4.0	5.2

<sup>1</sup>Eligible claims are defined as eligible original determinations, plus eligible redeterminations, less ineligible redeterminations.

<sup>2</sup>In addition to total State Plan gross benefits of \$87.9 million, approximately \$0.7 million in Family Leave During Unemployment benefits were paid during 2016.

<sup>3</sup>Estimated average benefit per eligible claim is calculated as gross benefits divided by eligible claims.

<sup>4</sup>Average weekly benefit amount is calculated as gross benefits divided by weeks compensated.

<sup>5</sup>Estimated average duration is calculated as weeks compensated divided by eligible claims.

<sup>6</sup>The estimated average benefit and estimated average duration data may reflect claimants who are just beginning a claim or who are intermittent claimants and therefore have not collected all of their potential weeks of benefits and may also include individuals who began their claims in the prior year. The figures differ from the more accurate actual data for completed cases in Table 3, but are available for more claim categories than the data on completed cases.

**TABLE 2**  
**FAMILY LEAVE INSURANCE – STATE PLAN**  
**AGE AND SEX OF TOTAL FAMILY LEAVE CLAIMANTS**  
**BY ELIGIBILITY STATUS**

Calendar Year 2017

	<u>Total</u>	<u>Female</u>	<u>Male</u>
<b>Eligible Claimants</b>			
Total with Information - Number	31,070	26,067	5,003
Percent*	100.0%	83.9%	16.1%
Total, Under 45 - Percents	89.5%	76.3%	13.2%
<i>Under 25</i>	3.9	3.5	0.4
<i>25 - 34</i>	55.2	48.2	7.1
<i>35 - 44</i>	30.4	24.6	5.8
Total, Over 45 - Percents	10.5%	7.6%	2.9%
<i>45 - 54</i>	5.2	3.7	1.5
<i>55- 64</i>	4.1	3.1	1.0
<i>Over 65</i>	1.1	0.8	0.4
<b>Ineligible Claimants</b>			
Total with Information - Number	7,102	5,276	1,826
Percent*	100.0%	74.3%	25.7%
Total, Under 45 - Percents	81.6%	61.2%	20.4%
<i>Under 25</i>	5.3	4.5	0.8
<i>25 - 34</i>	47.7	36.7	11.0
<i>35 - 44</i>	28.7	20.0	8.7
Total, Over 45 - Percents	18.4%	13.1%	5.3%
<i>45 - 54</i>	9.4	6.6	2.8
<i>55- 64</i>	7.2	5.3	1.9
<i>Over 65</i>	1.8	1.2	0.6

Note: Demographic data for eligible and ineligible claimants are based on original determinations and do not incorporate eligibility changes due to redeterminations. Totals do not match those in Table 1 due to differences in data processing procedures.

\*Percentages are computed by eligibility status for the total number of claimants with age and sex information. Percents may not add to totals due to rounding.

**TABLE 2A**  
**FAMILY LEAVE INSURANCE – STATE PLAN**  
**AGE AND SEX OF BONDING FAMILY LEAVE CLAIMANTS**  
**BY ELIGIBILITY STATUS**

Calendar Year 2017

	<u>Total</u>	<u>Female</u>	<u>Male</u>
<b>Eligible Claimants</b>			
Total with Information - Number	26,570	22,681	3,889
Percent*	100.0%	84.4%	14.6%
Total, Under 45 - Percents	98.7%	84.8%	13.9%
<i>Under 25</i>	4.4	4.0	0.4
<i>25 - 34</i>	62.5	54.8	7.7
<i>35 - 44</i>	31.8	26.0	5.9
Total, Over 45 - Percents	1.3%	0.6%	0.7%
<i>45 - 54</i>	1.2	0.5	0.7
<i>55- 64</i>	0.1	0.0	0.0
<i>Over 65</i>	0.0	0.0	0.0
<b>Ineligible Claimants</b>			
Total with Information - Number	4,895	3,736	1,159
Percent*	100.0%	76.3%	23.7%
Total, Under 45 - Percents	98.3%	75.5%	22.8%
<i>Under 25</i>	6.7	5.9	0.8
<i>25 - 34</i>	61.1	47.7	13.4
<i>35 - 44</i>	30.5	22.0	8.5
Total, Over 45 - Percents	1.7%	0.8%	0.9%
<i>45 - 54</i>	1.5	0.7	0.8
<i>55- 64</i>	0.2	0.1	0.1
<i>Over 65</i>	0.0	0.0	0.0

Note: Demographic data for eligible and ineligible claimants are based on original determinations and do not incorporate eligibility changes due to redeterminations. Totals do not match those in Table 1 due to differences in data processing procedures.

\*Percentages are computed by eligibility status for the total number of claimants with age and sex information. Percents may not add to totals due to rounding.

**TABLE 2B**  
**FAMILY LEAVE INSURANCE – STATE PLAN**  
**AGE AND SEX OF FAMILY CARE FAMILY LEAVE CLAIMANTS**  
**BY ELIGIBILITY STATUS**

Calendar Year 2017

	<u>Total</u>	<u>Female</u>	<u>Male</u>
<b>Eligible Claimants</b>			
Total with Information - Number	4,500	3,386	1,114
Percent*	100.0%	75.2%	24.8%
Total, Under 45 - Percents	35.2%	25.9%	9.3%
<i>Under 25</i>	0.8	0.6	0.2
<i>25 - 34</i>	12.4	8.9	3.4
<i>35 - 44</i>	22.0	16.4	5.7
Total, Over 45 - Percents	64.8%	49.4%	15.4%
<i>45 - 54</i>	29.1	22.4	6.6
<i>55- 64</i>	27.9	21.6	6.3
<i>Over 65</i>	7.8	5.4	2.5
<b>Ineligible Claimants</b>			
Total with Information - Number	2,207	1,540	667
Percent*	100.0%	69.8%	30.2%
Total, Under 45 - Percents	44.7%	29.5%	15.1%
<i>Under 25</i>	2.2	1.6	0.6
<i>25 - 34</i>	17.9	12.4	5.6
<i>35 - 44</i>	24.6	15.6	9.0
Total, Over 45 - Percents	55.3%	40.2%	15.1%
<i>45 - 54</i>	26.9	19.8	7.2
<i>55- 64</i>	22.8	16.8	6.0
<i>Over 65</i>	5.6	3.7	1.9

Note: Demographic data for eligible and ineligible claimants are based on original determinations and do not incorporate eligibility changes due to redeterminations. Totals do not match those in Table 1 due to differences in data processing procedures.

\*Percentages are computed by eligibility status for the total number of claimants with age and sex information. Percents may not add to totals due to rounding.

**TABLE 3**

FAMILY LEAVE INSURANCE – STATE PLAN  
SUMMARY OF DATA FOR COMPLETED CASES\*  
BY TYPE OF CLAIM  
Calendar Year 2017

<u>Type of Claim</u>	Number of <u>Cases</u>	Percent of <u>Cases</u>	Average Duration <u>(weeks)</u>	Average Gross <u>Benefits</u>
Care of a Family Member	5,304	15.8%	4.1	\$2,084
Total Bonding Claims	28,236	84.2	5.4	\$2,917
<i>Bonding Immediately Following a Pregnancy Claim for TDI</i>	<i>14,666</i>	<i>43.7</i>	<i>5.6</i>	<i>\$2,863</i>
<i>Bonding That Does Not Immediately Follow a Pregnancy Claim for TDI</i>	<i>13,570</i>	<i>40.5</i>	<i>5.2</i>	<i>\$2,976</i>
Total	33,540	100.0%	5.2	\$2,786

Calendar Year 2016 (**REVISED**)

<u>Type of Claim</u>	Number of <u>Cases</u>	Percent of <u>Cases</u>	Average Duration <u>(weeks)</u>	Average Gross <u>Benefits</u>
Care of a Family Member	5,193	16.0%	4.1	\$2,029
Total Bonding Claims	27,220	84.0	5.4	\$2,859
<i>Bonding Immediately Following a Pregnancy Claim for TDI</i>	<i>14,410</i>	<i>44.5</i>	<i>5.6</i>	<i>\$2,806</i>
<i>Bonding That Does Not Immediately Follow a Pregnancy Claim for TDI</i>	<i>12,810</i>	<i>39.0</i>	<i>5.2</i>	<i>\$2,918</i>
Total	32,413	100.0%	5.2	\$2,726

\*Completed cases include those claims formally closed in the FLI database in 2016 and 2017, as well as those with no payment activity for 90 days.

**TABLE 4**

**FAMILY LEAVE INSURANCE – STATE PLAN  
EMPLOYER REQUIRED LEAVE RESULTING IN REDUCED BENEFIT DURATION\*  
Calendar Years 2016 and 2017**

	<u>2016</u>	<u>2017</u>
Number of Claims Reduced	4,986	4,417
Total Number of Days Reduced	48,617	44,138
Average Number of Days Reduced	10	10

\*Includes all reported sick leave, vacation or other fully paid leave which resulted in reduced FLI benefit duration.

**TABLE 5**

**FAMILY LEAVE INSURANCE – STATE PLAN  
REVENUES, BENEFITS AND EXPENSES  
(Millions)  
Calendar Years 2016 and 2017**

	<u>2016</u>	<u>2017</u>
<u>FLI Income</u>		
FLI Worker Contributions*	\$83.7	\$108.8
Other Income (including interest)	\$0.6	\$0.7
<b>Total FLI Income</b>	<b>\$84.3</b>	<b>\$109.5</b>
<u>FLI Benefits and Expenses</u>		
FLI State Plan Benefit Payments	\$88.1	\$94.0
Benefit Payments for Family Leave During Unemployment	\$0.7	\$0.7
FLI Administrative Expenses**	\$2.9	\$4.8
<b>Total FLI Benefits and Expenses</b>	<b>\$91.7</b>	<b>\$99.5</b>

Note: Totals for benefit payments do not match those in Table 1 because the data are from different sources.

\*The FLI worker contribution rate for CY 2016 was 0.08 percent and for CY 2017 it was 0.10 percent.

\*\*FLI administrative expenses were higher in CY 2017 because of the timing of a cash payment of administrative expenses for FY 2018.

**TABLE 6**

**TEMPORARY DISABILITY INSURANCE – STATE PLAN  
NUMBER OF ELIGIBLE NEW CLAIMS  
BY TYPE OF CLAIM**

Calendar Year 2017

<u>Type of Claim</u>	<u>Number of Claims</u>	<u>Percent of Claims</u>
Pregnancy and Complications of Childbirth	25,206	27.8%
All Other Claim Categories	65,413	72.2%
Total	90,619	100.0%

Calendar Year 2016 (**REVISED**)

<u>Type of Claim</u>	<u>Number of Claims</u>	<u>Percent of Claims</u>
Pregnancy and Complications of Childbirth	23,869	26.8%
All Other Claim Categories	65,146	73.2%
Total	89,015	100.0%

**TABLE 7**

**TEMPORARY DISABILITY INSURANCE – STATE PLAN  
AGE AND SEX OF DISABILITY INSURANCE CLAIMANTS  
BY ELIGIBILITY STATUS**

Calendar Year 2017

	<u>Total</u>	<u>Female</u>	<u>Male</u>
<b>Eligible Claimants</b>			
Total with Information - Number	80,940	57,846	23,094
Percent*	100.0%	71.5%	28.5%
Total, Under 45	51.4%	42.2%	8.7%
Under 25	5.7	4.6	1.0
25 - 34	26.7	23.4	3.4
35 - 44	19.0	14.7	4.3
Total, Over 45	48.6%	28.8%	19.8%
45 - 54	19.4	12.4	7.0
55- 64	21.3	11.7	8.8
Over 65	7.9	4.2	3.7
<b>Ineligible Claimants</b>			
Total with Information - Number	29,752	19,450	10,302
Percent*	100.0%	65.4%	34.6%
Total, Under 45	56.1%	41.8%	14.4%
Under 25	9.1	6.9	2.3
25 - 34	27.5	21.6	5.9
35 - 44	19.5	13.3	6.2
Total, Over 45	43.9%	23.6%	20.3%
45 - 54	19.5	11.1	8.4
55- 64	18.2	9.3	8.9
Over 65	6.2	3.1	3.0

Note: Demographic data for eligible and ineligible claimants are based on original determinations and do not incorporate eligibility changes due to redeterminations. Totals do not match those in Table 1 due to differences in data processing procedures.

\*Percentages are computed by eligibility status for the total number of claimants with age and sex information. Percents may not add to totals due to rounding.

**TABLE 8**

**TEMPORARY DISABILITY INSURANCE – STATE PLAN  
SUMMARY OF DATA FOR COMPLETED CASES\*  
BY TYPE OF CLAIM  
Calendar Year 2017**

<u>Type of Claim</u>	<u>Number of Cases</u>	<u>Percent of Cases</u>	<u>Average Duration (weeks)</u>	<u>Average Gross Benefits</u>
Pregnancy and Complications of Childbirth	24,775	27.8%	8.9	\$3,942
All Other Claim Categories	64,467	72.2%	10.4	\$4,876
Total	89,242	100.0%	10.0	\$4,617

**Calendar Year 2016 (REVISED)**

<u>Type of Claim</u>	<u>Number of Cases</u>	<u>Percent of Cases</u>	<u>Average Duration (weeks)</u>	<u>Average Gross Benefits</u>
Pregnancy and Complications of Childbirth	24,069	26.8%	9.0	\$3,891
All Other Claim Categories	65,641	73.2%	10.5	\$4,839
Total	89,710	100.0%	10.1	\$4,584

\*Completed cases include those claims formally closed in the TDI database in 2016 and 2017, as well as those with no payment activity for 90 days.

**TABLE 9**

TEMPORARY DISABILITY INSURANCE – STATE PLAN  
SUMMARY OF REVENUE, BENEFITS AND EXPENSES  
(Millions)

Calendar Years 2016 and 2017

	<u>2016</u>	<u>2017</u>
<u>TDI Income</u>		
TDI Worker Contributions*	\$152.4	\$176.9
TDI Employer Contributions	\$257.0	\$259.1
Other Income (including interest)	\$20.7	\$30.3
<b>Total TDI Income</b>	<b>\$430.1</b>	<b>\$466.3</b>
<u>TDI Benefits and Expenses</u>		
TDI State Plan Benefits	\$405.1	\$407.9
Benefit Payments for Disability During Unemployment	\$20.1	\$19.4
TDI Administrative Expenses**	\$30.1	\$45.0
<b>Total TDI Benefits and Expenses</b>	<b>\$455.3</b>	<b>\$472.3</b>

\*The TDI worker contribution rate for CY 2017 was 0.24 percent, and for CY 2016, the rate was 0.20 percent.

\*\*TDI administrative expenses were higher in CY 2017 because of the timing of a cash payment of administrative expenses for FY 2018.