

New Jersey

Organ or Bone Marrow Donation Leave Policy

Innovative Petcare provides Employees with up to 26 weeks of leave for organ or bone marrow donation. This leave is generally unpaid, but you may be eligible for partial wage replacement benefits under New Jersey's Temporary Disability Benefits Law.

Innovative Petcare may request proof of your need for leave in accordance with applicable law. Upon your return from leave, you will be restored to your previous position or to an equivalent position with similar seniority, status, employment benefits, pay, and other terms and conditions.

New Jersey Family Leave Insurance (FLI) Policy

Innovative Petcare supports Employees in accessing New Jersey's Family Leave Insurance (FLI) program, which provides up to 12 weeks (or 56 days for intermittent leave) of partial wage replacement benefits in a 12-month period. FLI covers time taken to bond with a newborn or newly placed child, care for a family member with a serious health condition, support a victim of domestic violence or a sexually violent offense, or manage care needs during a public health emergency.

Eligibility:

To qualify, you must have worked at least 20 weeks in covered New Jersey employment and meet the state plan's minimum wage requirements. Family members include your child, parent, parent-in-law, sibling, grandparent, grandchild, spouse, domestic partner, civil union partner, and those with a close association equivalent to a family relationship.

FLI Benefits:

FLI provides a monetary benefit funded by employee payroll deductions, but it does not guarantee job restoration or create a leave entitlement. Leave taken under FLI may run concurrently with the Family and Medical Leave Act (FMLA) or the New Jersey Family Leave Act (NJFLA). You may use paid sick leave, vacation, or other available leave before using FLI.

Notice Requirements:

For bonding leave on a continuous basis, provide at least 30 days' notice; for intermittent bonding leave, provide at least 15 days' notice. For care of a family member with a serious health condition, provide reasonable notice or 15 days' notice for intermittent leave, unless an emergency or unforeseen circumstances occur. Efforts should be made to schedule leave to minimize disruption to Company operations.

Filing Claims:

Employees are responsible for filing claims with the New Jersey Department of Labor. For more details on eligibility and benefits or to file a claim, visit the New Jersey Department of Labor and Workforce Development website (<http://www.nj.gov/labor/>).

Temporary Disability Insurance (TDI) Policy

If you are unable to work for more than seven consecutive days due to a non-work-related illness, injury, or pregnancy-related disability, you may be eligible for up to 26 weeks of partial wage replacement benefits under Temporary Disability Insurance (TDI).

To file a claim for TDI benefits, contact the appropriate person or department at Innovetive Petcare. Claims must be filed within 30 days of becoming disabled; late claims may result in the forfeiture of all or part of your benefits.

For further details about the Innovetive Petcare plan or New Jersey TDI law, visit the New Jersey Department of Labor and Workforce Development website (<https://www.nj.gov/labor/>).