

# More are subject to state's Paid Family Leave rules

By KRISTEN KELLEHER  
Cape May Star and Wave

CAPE MAY COURT HOUSE — Employment and labor attorney Susan Hodges discussed a recent expansion to the New Jersey Paid Family Leave on Wednesday, May 1.

Hodges, of Parker McCay law firm, presented at an educational event held by the Cape May County Chamber of Commerce and the New Jersey Business & Industry Association at Atlantic Cape Community College's Cape May Court House campus.

The bill expanding paid family leave in New Jersey was signed into law in February. The New Jersey Family Leave Act was phased-in over four years beginning in 1990.

Employers must provide as much as 12 weeks of leave within a 24-month period to eligible employees under the act. The Federal Family and Medical Leave Act (FMLA) al-

lows for 12 weeks of leave within a 12-month period.

Employees can use this act to care for some family members with a serious health condition or for the birth or adoption of a child. The FMLA also allows employees to leave due to their own medical conditions.

Before the expansion, the act was applicable to employers who have 50 or more employees company-wide who worked each working day for 20 or more work-weeks during the year, as well as government entities. The FMLA applied to employers with 50 employees within 75 miles.

If an employee worked for one of those employers, and was employed for at least one year, 1,000 base hours, they are eligible for the leave.

The FMLA states an employee is eligible if they worked 1,250 base hours within the previous 12 months. Employees could

not work full time while on leave.

Employers could take 12 consecutive weeks of leave, or leave that lasts one week but less than 12 consecutive weeks.

Under a reduced leave schedule, employees could have been taken in increments of not more than one workday but less than one workweek, or where an employee works fewer hours during the workweek but not more than the usual number of hours in a workday.

This leave schedule could not be more than 24 weeks and one period of reduced leave can be taken in a 24-month period.

Employers can transfer employees during their leave.

Before the expansion, leave could have been paid, unpaid or partially paid. Under the new expansion, the definition of a child includes foster children and the parent of children conceived through a

gestational carrier.

The new expansion also includes family members as siblings, grandparents, grandchildren, parent-in-laws, domestic partners, individuals related by blood and those with a close association equivalent to a family member.

As of June 30, a covered employer includes those with 30 employees for each calendar day of more than 20 calendar workweeks.

The reduced leave schedule was changed from 24 consecutive weeks to 12 months.

This year, there also were changes to the Security and Financial Empowerment Act. This act, which became effective in 2013, states that certain employees can take an unpaid leave of absence to address circumstances as a result of a domestic violence or sexually violent offense.

The leave was limited to no more than 20 days in a 12-month period, and was

applicable for employees with an employer with 25 or more employees who worked each working day for 20 or more calendar workweeks.

The employees were eligible if they were employed for at least 12 months, for at least 1,000 base hours.

An employee could take this leave to care for themselves or for a family member.

The change to the law expanded the definition of a family member to include a parent-in-law, sibling, grandparent, grandchild, any individual related by blood, or any individual with a close relationship equal to that of a family relationship.

Starting July 1, 2020, employees who take leave are eligible for wage replacement benefits from the state.

Employees are no longer required to take accrued but unused paid time off before they are eligible for

Temporary Family Leave Insurance Benefits.

Changes to the Temporary Disability Benefits Act as of July 1, 2020, increase the number of weeks an employee can receive benefits from six weeks to 12 weeks. The amount of benefits will be increased from two-thirds of an employee's weekly salary to 85 percent of an employee's weekly salary and increases the maximum amount from \$650 per week to \$860 per week.

Hodges instructed employers to update policies to comply with the changes and to consider training for administrators, human resources professionals, etc., regarding these changes, to post and distribute notices about the New Jersey Family Leave Act, the Security and Financial Empowerment Act, and the New Jersey Temporary Disability Benefits Act, and to ensure proper tax deduction from employees' wages.

# LCMR students ask for more time to change classrooms

By JACK FICHTER  
Cape May Star and Wave

ERMA — "Give Me Just a Little More Time" was a hit record in 1970 for the rhythm and blues group Chairmen of the Board. Lower Cape May Regional High School Junior Class Representative Alexis Faison is too young to remember the song but echoed its sentiment during an April 30 meeting.

Faison said students do not have enough time to get to class, particularly since backpacks have been banned. Crowded hallways, which limit access to lockers, buses arriving late and having to carry sports equipment to the gym locker room make it difficult to get to class in four minutes, Faison said.

"Not only have we dealt with struggling to get to class

but also hearing the voice of our administration over the intercom telling us to get to class, when we don't even have enough time to get in school," she said.

Faison said hallway monitors ignore the situation or are in conversation with students but not emphasizing students should get to class.

"We need to look into how we can achieve a healthier flow of students in the hall-

ways and decrease 'lates,'" she said.

A total of 443 students, parents and alumni signed a petition requesting more time to get to class, Faison said. She suggested adding 1.5 minutes to allow 5.5 minutes between classes.

She said if time were added to the schedule, the school day would end at about 2:40 p.m. School board President Richard Holman said Fai-

son's request illustrated why the board has students representatives. He said the board discussed the issue when backpacks were banned.

Superintendent Christopher Kobik said the board was working on problems it identified all the time and students had to be part of that equation. He suggested Faison meet with high school Principal Lawrence Ziembra along with representatives

of student government and clubs.

"It is something we recognized when we made some schedule changes that had a potential for an issue," Kobik said.

He said he had observed a hurried pace in hallways as students change classes. Kobik said he applauded her leadership and participation on the school board as a student representative.



Jack Fichter/CAPE MAY STAR AND WAVE

The kitchen of the Judge Nathaniel Foster House.

## Lower hires architect

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posts repairs, replacement of heavy timber sills, roof rafter heels and repair of overhanging eaves, doors and window surrounds. Thermal and moisture protection would be assessed as well as doors, windows, exterior paint and plumbing, heating and

air conditioning, electrical systems and utilities.

Calafati's proposal states his firm would coordinate the services of subcontractors KSI Professional Engineers of Farmingdale, Keystone Preservation Group of Doylestown, Pa., and International Consultants Inc. of Philadelphia.

RGA Inc. archaeologists and cultural resource consultants, of Cranbury, would prepare a Phase IA Archaeological Survey to assess and document the archaeological sensitivity of the property for site planning purposes.

Historic Preservation Consultant Joan Berkey, of Cape May Court House, would prepare an interpretive furnishings plan.

The professional services are based on an estimated construction cost of \$350,000, Calafati stated. His services would be completed by December.

SHOP SMALL, SPEND LOCAL,  
EAT LOCAL, ENJOY LOCAL.  
Support the local businesses that  
support the community.

## Summer Teen Leadership Program applications now being accepted

CAPE MAY — The Cape May County 4-H Youth Development Program of Rutgers Cooperative Extension of Cape May County is seeking applicants for the 2019 Rutgers 4-H Summer Teen Leadership Program.

The eight-week program, now in its 21st year, runs from June 24 through Aug. 16 at New Jersey Audubon's Nature Center of Cape May in Cape May.

This program is open to the public; 4-H membership is not necessary to participate. To be eligible, youth must be entering seventh to 12th grade and interested in marine and environmental science, being outdoors and working with children.

This learning experience comes with a variety of service, teaching and social activities. It coincides with the summer children's program day camps held at the Nature Center of Cape May. Professional New Jersey Audubon teacher-naturalists provide teens with mentoring in environmental science, teaching skills and successful work habits. Rutgers 4-H educators lead teens in youth-driven community service projects and leadership development activities.

The benefits of attending the summer program include meeting other teens who have the same interests, earning valuable community service credits and gaining important work and leadership experience.

Program participants are

asked to job shadow nature center teacher-naturalists for ten hours weekly and to attend a mandatory weekly training session from 12:30 to 2 p.m. every Friday. Coordinators try to accommodate teens' outside work schedules. A mandatory orientation session will be held prior to the beginning of the summer program at the NJ Audubon's Nature Center of

Cape May.

Participation is limited to 20 students, and the tuition is \$250 for eight weeks of hands-on experience and mentoring in environmental science, leadership skills and work habits. The application deadline is June 10. Full payment is due within two weeks of acceptance into the program. Call (609) 465-5115, ext. 3605, for an application or to learn more.



Jack Fichter/CAPE MAY STAR AND WAVE

## Campbell top Junior Lifeguard

Cape May recognized Kennedy Campbell, 16, of West Cape May, for being named top Junior Lifeguard by the U.S. National Lifesaving Association. Pictured are Cape May Beach Patrol Lt. Scott Delenick, left, Campbell, Mayor Chuck Lear and CMBP Capt. Geoff Rife.



**CAPE MAY STAGE**

The Robert Shackleton Playhouse  
405 Lafayette Street, Cape May

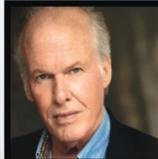
capemaystage.org 609-770-8311

**MAY 22-JUN 21**  
**HEISENBERG**

BY SIMON STEPHENS DIRECTED BY ROY STEINBERG

WED-SAT 8:00 PM | SAT & SUN 3:00 PM

One of the most produced plays in the U.S. in 2018, "Heisenberg", is a funny and surprising play about a chance encounter between a reserved, Irish older gentleman and a rowdy, younger woman from New Jersey who slingshots herself into his life.



Beau Allen has been seen on Broadway in *Jesus Christ Superstar*, *Two Gentlemen Of Verona*, and *The Best Little Whorehouse In Texas*. Beau recently played Off Broadway in the premier of *The Recluse And His Guest*.



Rita Rehn is an Award winning Broadway actress. She has performed in the Tony Award Winning *Nine and Royal Family*. National Tours include *The Tale of the Allergist's Wife*. Rehn also has done commercials, voice work and indie films.

**APRIL 27, 2019**  
**PENELOPE CAKE & FRIENDS**  
**8:00 PM**

A series of vignettes about life, love, and mental health that begs the question, "Should we always believe what we think?" Through narration and casual interactions with the audience, Penelope creates an atmosphere of humor and introspection. Actors and dancers explore these issues further using movement, speech and dialogue. This work of performance art lies on the edge of theater and dance, and will delight audiences with its original and unique approach to dramatic presentation.

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