



## State of New Jersey

DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT  
PO BOX 110  
TRENTON, NEW JERSEY 08625-0110

PHILIP D. MURPHY  
Governor

SHEILA Y. OLIVER  
Lieutenant Governor

ROBERT ASARO-ANGELO  
Commissioner

April 2, 2019

Colorado State Senate  
200 E. Colfax RM 346  
Denver, CO 80203

Dear Members of the Colorado Legislature:

As Colorado debates a proposal for family and medical leave insurance, it is our understanding that questions have been raised about the solvency of New Jersey's temporary disability insurance and paid family leave insurance programs. **We are writing to emphasize that New Jersey's program has been a success, and it has not faced issues with solvency.** Based on the success of our long-standing temporary disability insurance program, the Legislature has built on the program to add—and recently expand—paid family leave.

The State of New Jersey has operated a temporary disability insurance fund for more than seventy years. This fund has enjoyed consistent solvency and stability, and the program has successfully protected and provided for New Jersey's workforce for years. The fund has even been overfunded in the past, leading to the passage of a constitutional amendment to prohibit any raiding of the fund by the state to pay for other needs.

Since 2009, the temporary disability insurance fund has been expanded to also provide paid family leave insurance benefits, including a new contribution by employees to pay for these benefits. Even with these new purposes, the fund has continued to be stable and solvent, and it provides workers with the benefits they are entitled to by law at a low and affordable cost. New Jersey's program and experience, along with similar research on other state programs, demonstrates the success of paid family and medical leave insurance programs.

Sincerely,

Robert Asaro-Angelo  
Commissioner

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