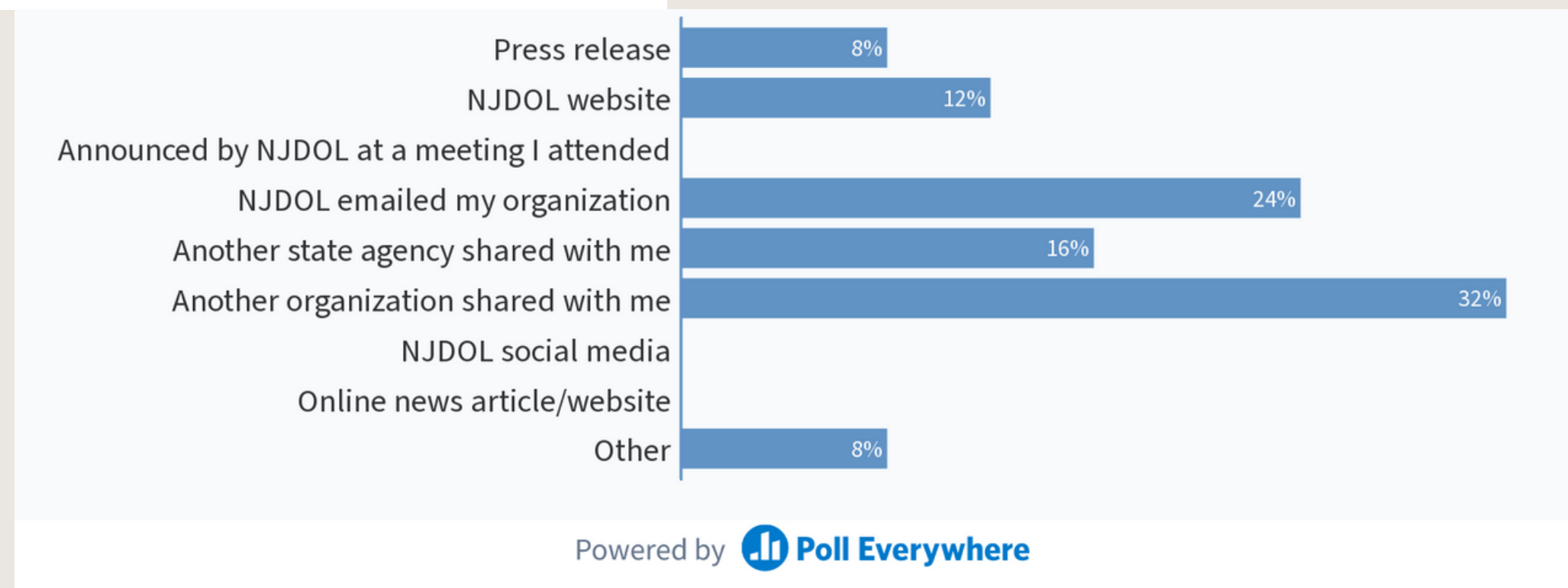
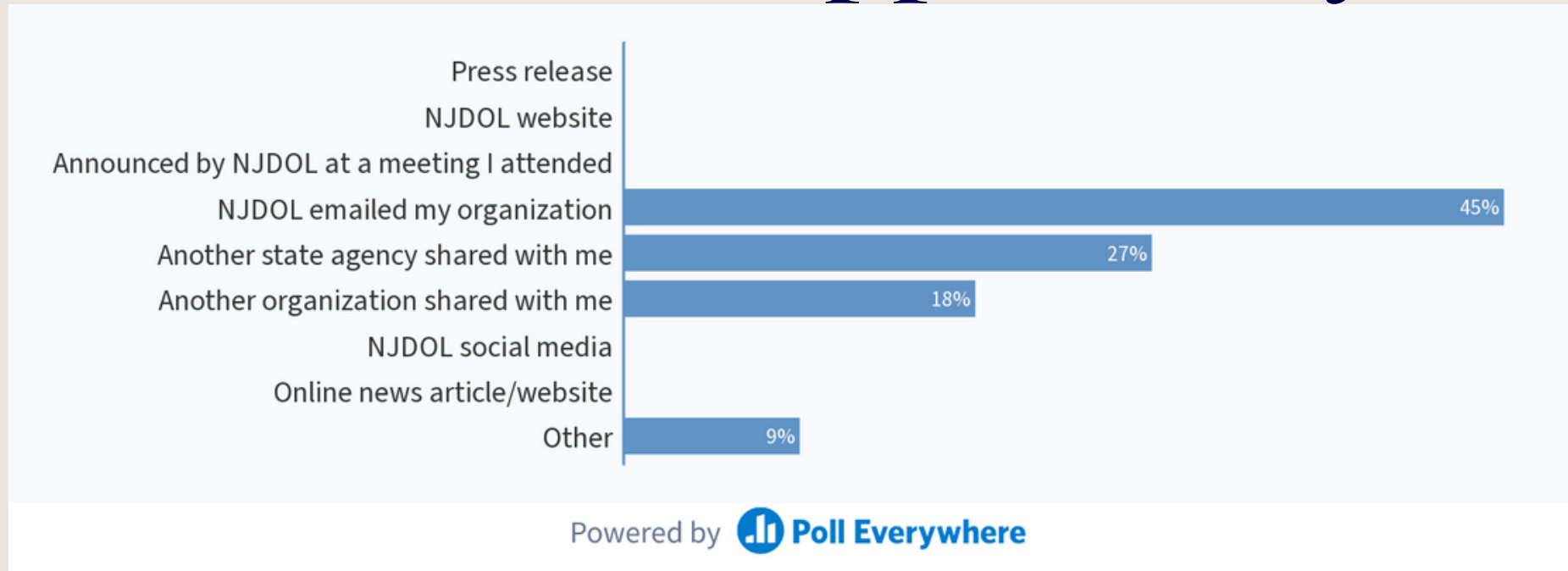


NJDOL CARE Grant: Cultivating Access, Rights, & Equity



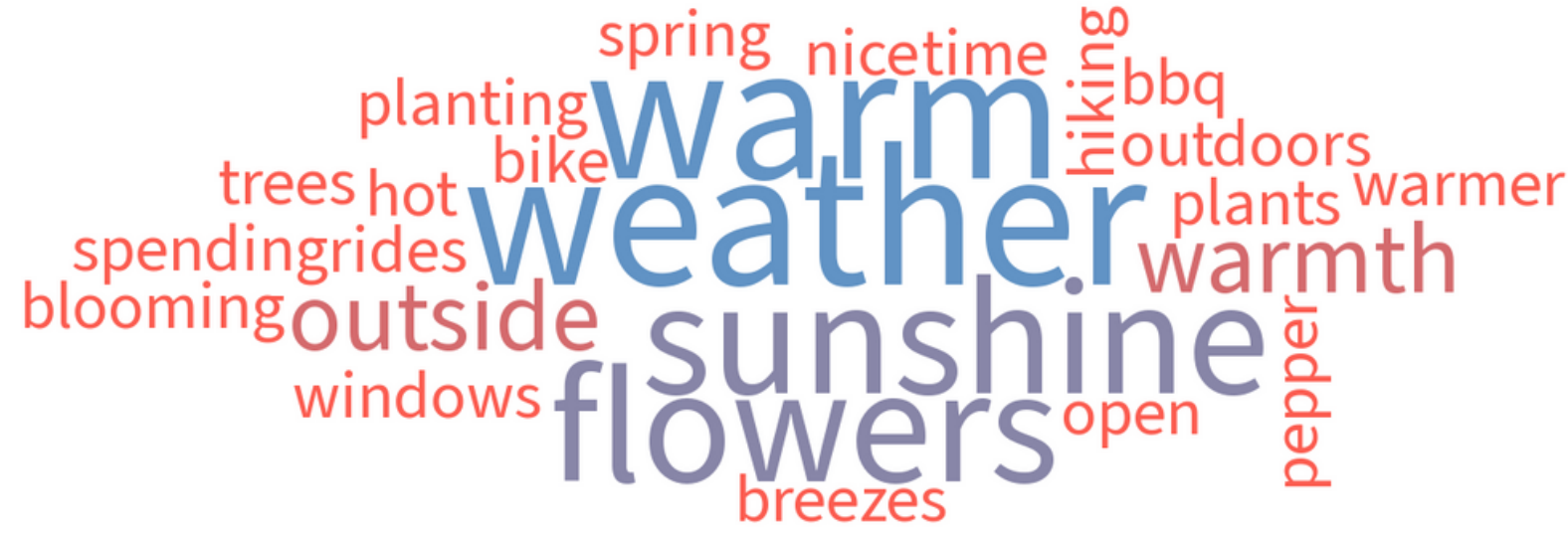
How did your organization hear about the NJDOL CARE Grant Opportunity? (check all that apply)



What are you most looking forward to for Spring?



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TA Session Roadmap

- Background
- Grant Activities
- Overview of NJ Paid Family & Medical Leave and Paid Sick Leave
- Focus Populations
- Eligible Applicants
- Available Funding
- Grant Objectives
- Grantee Expectations
- Outreach Materials Development
- Application Process
- Collaboratives: what you need to know
- Budget Detail
- Next Steps
- Questions





Background

- In 2018, NJ legislation established the New Jersey Earned Sick Leave Law, requiring NJDOL to develop and implement a multi-lingual outreach program.
- In 2019, NJ legislation mandated that the NJDOL allocate funds for outreach for Paid Family and Medical Leave benefits, a.k.a. Temporary Disability and Family Leave Insurance.



CARE Grant Activities

Applicants may apply for funding to cover outreach/education and/or technical assistance and support for:

- Earned Sick Leave/workers' rights
- Temporary Disability Insurance
- Family Leave Insurance
- Some combination of the different funding sources

Proposals can include, but are not limited to:

- ✓ Providing outreach information indirectly or directly
- ✓ Offering technical assistance, including training/counseling workers and community groups
- ✓ Conducting intakes and counseling/application support
- ✓ Other activities related to the grant



Overview of NJ Earned Sick Leave

Most employees are eligible for NJ Earned Sick Leave.

Employers of all sizes must provide full-time, part-time, and temporary employees with up to 40 hours of earned sick leave per year to care for themselves or a loved one:

- physical/mental health
- COVID-19 testing/quarantine/vaccination
- to cope w/ domestic/sexual violence
- appointments required or requested by child's school

Enforced regardless of immigration status.
Employer pays Earned Sick Leave.



NJ Workers

Now have the right to paid sick time. Full-time, part-time and temporary workers are eligible under the law.

Use sick time to care for yourself or a family member – the definition of family is generous:

- for physical/mental illness or wellness care
- to get the COVID-19 vaccine and/or recover from side effects
- to cope with domestic or sexual violence
- to attend a meeting at your child's school

Workers earn **1 hour of sick leave** for **every 30 hours they work**, up to 40 hours per year.

It's against the law for your employer to punish you for using sick leave you've earned, or to make you find a replacement for your shift. Your employer may not ask for documentation unless it's more than 3 days in a row.

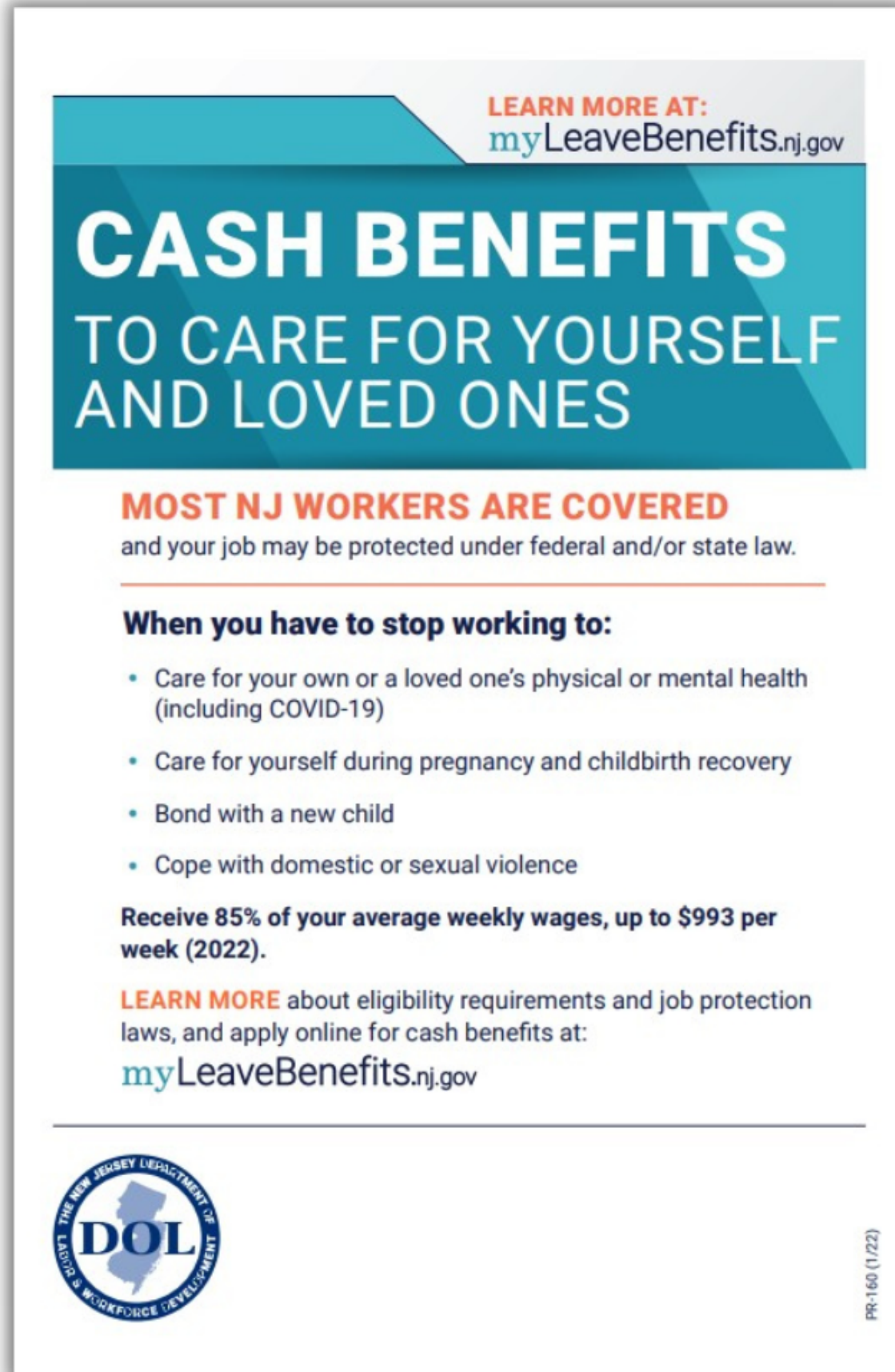
To learn more, visit mysickdays.nj.gov

For information on other rights and benefits, visit nj.gov/labor



MW-569 (6-21)





LEARN MORE AT:
myLeaveBenefits.nj.gov

CASH BENEFITS TO CARE FOR YOURSELF AND LOVED ONES


MOST NJ WORKERS ARE COVERED
and your job may be protected under federal and/or state law.

When you have to stop working to:

- Care for your own or a loved one's physical or mental health (including COVID-19)
- Care for yourself during pregnancy and childbirth recovery
- Bond with a new child
- Cope with domestic or sexual violence

Receive 85% of your average weekly wages, up to \$993 per week (2022).

LEARN MORE about eligibility requirements and job protection laws, and apply online for cash benefits at:
myLeaveBenefits.nj.gov



PR-160 (1/22)

Overview of NJ Paid Family & Medical Leave

Cash benefits to care for yourself and loved ones

Most NJ workers are covered and your job may be protected under federal and/or state law.

Employees apply to NJDOL to receive benefits. Requires a valid SSN.

When you have to stop working to:

- Care for your own or a loved one's physical or mental health (including COVID-19)
- Care for yourself during pregnancy and childbirth recovery
- Bond with a new child
- Cope with domestic or sexual violence

NJ Paid Family & Medical Leave consists of:

- NJ Temporary Disability Insurance (TDI)
- NJ Family Leave Insurance (FLI)
- State and federal job protection laws



Focus Populations

- Low wage (less than \$20/hour), part-time, underemployed, and service-industry workers;
- Female workers, Black, Latina/o/x, Asian, Pacific Islander, and/or Native American workers, immigrant workers, refugee workers, LGBTQ+ workers, workers with disabilities, veteran workers, and youth workers (ages 16-24);
- Employees of child care and elder care providers; clients of domestic violence shelters; school communities; health care patients and their caregivers (N.J.S.A. 34:11D-10);
- Parents, including birthing parents, non-birth parents, adoptive parents, and foster parents, family caregivers, and;
- Low wage workers from focus industries who are disproportionately impacted by a lack of access to paid sick time



What funding should I apply for?

	Temporary Disability (TDI)	Family Leave (FLI)	Earned Sick Leave (ESL)
Birthing Parents	✓	✓	✓
Family caregivers, fathers, non-birthing parents, adoptive/foster parents		✓	✓
Undocumented Workers			✓
Domestic/Sexual Violence Victims	✓	✓	✓
Industry-Specific	✓	✓	✓





Eligible Applicants

- Public or Private Non-Profit Organizations
- State Tribal Governments with 501(c)(3) Status
- Faith-Based Organizations
- Municipal Government Entities
- County Government Entities
- State Government Entities

*For-profit and out-of-state organizations are not eligible

Collaboratives

Organizations may also apply as a collaborative with a lead agency. Lead agency is responsible for disbursing funds to partner organizations and managing compliance and reporting.



Available Funding

- \$1.1 million total for FY22
 - \$500,000 for NJ Earned Sick Leave
 - \$300,000 for Temporary Disability Insurance
 - \$300,000 for Family Leave Insurance
- \$50,000- \$150,000 per award
- Will consider applications outside the award range when appropriate
- Grant applicants requesting \$50,000 or less may consider applying as a collaborative



CARE Grant Objectives- Establish collaborative relationships to:

- ✓ Increase workers' knowledge and understanding of their rights and benefits, through methods that are community centered, culturally relevant and accessible, and language specific
- ✓ Develop effective outreach and educational materials
- ✓ Enhance collaboration between the NJDOL and the organizations that support New Jersey's workers
- ✓ Build capacity of grantees to provide this information to a diverse range of workers
- ✓ Make progress towards the distribution of NJDOL's written materials in NJ's top languages
- ✓ Expand workers' exposure to resources that increase access to benefits/enforcement
- ✓ Leverage the work of other state, county and local agencies to promote labor standards outreach and education



CARE Grantee Expectations

- Post-award technical assistance workshop and quarterly meetings
 - Expected to be virtual
- Benchmark planning session
 - Customized for grantees
 - Determined within the first month
- Outreach Materials Development
 - Must use NJDOL materials
 - Develop new materials and reviewing existing materials in conjunction with NJDOL
 - Human-centered design and user testing
- Reporting
 - Monthly financial reports, monthly check-ins, quarterly narratives, shared spreadsheet for tracking efforts, interviews and surveys with NJDOL



Outreach Materials Development



- Must use NJDOL materials
 - Existing materials, or materials created together
- Review outreach documents and/or check translations
 - Consider the time it would take to review 5-6 handouts/webpages and/or check translations (for groups with that language capacity).
- Support user testing
 - “Testing materials” with people who will actually use them to see if they are understandable, useful, and use culturally appropriate language.
 - The average organization/collaborative will need an estimated 10 hours of staff time for recruiting testers, logistics and \$250 in gift cards for participants (\$50 each for 5 participants).
 - Organizations with a special interest in user testing might do more.





Available Materials

In multiple languages on the following websites:

- NJ Paid Family and Medical Leave: myleavebenefits.nj.gov
- NJ Earned Sick Leave: mysickdays.nj.gov
- Work Rights: myworkrights.nj.gov



Application Process

- Technical Assistance Workshop
- Letter of Intent (optional)– Due April 1, 2022, 11:59 pm
 - Attachment I
 - CAREgrant@dol.nj.gov
- Register with the New Jersey Department of the Treasury (NJ Start) online at: www.njstart.gov (See Attachment II)
 - Required for collecting state funds



Application Process cont.

Application due April 18, 2022, 11:59pm to CAREgrant@dol.nj.gov.

Must include:

- Applicant Information
- Work Plan
- Organizational Commitment and Capacity
- Grant Application Questions
- Budget Detail
- For collaborative applications only, Commitment from Partner(s)*
- Required Tax Clearance Certificate Letter(s)
- Standard Assurances and Certifications and General Provisions

Submit as one PDF file if possible (except budget detail), no more than 25 pages



Collaboratives: what you need to know



- Qualifications:
 - Demonstrate a shared vision and goals for collaboration.
 - A lead organization with the capacity to fulfill the reporting requirements of the grant, the infrastructure to disperse funds, and the ability to provide support to the partner organizations as necessary.
 - A clear work plan for how the collaborative will meet its goals, and a process for how it will operate.
- Optional letter of intent: only one letter from lead organization, with all partners listed, is necessary





Collaboratives: what you need to know

- Application:
 - All partners must provide letter of commitment, budget detail, and other necessary application information to lead organization; lead organization submits all application components.
 - Lead organization must submit a budget detail with their own costs, as well as overall funds they are dispersing to sub-grantees. In addition, the lead organization must provide each partner organization's budget detail.
 - See comments for collaboratives throughout "Explanation of Application Components" beginning on page 10 of the NGO.
- Post-Award:
 - Memorandum of Understanding required as part of contract process
 - Partner organizations must attend the post-award technical assistance workshop and quarterly meetings, and host site visits when permitted.
 - Lead organization is responsible for completing and meeting all grant contract requirements.



Budget Detail

- Fill out the excel spreadsheet (found on nj.gov/labor/grants)
- Must separate grant funds for TDI/FLI/ESL
- Must include details for reporting, materials development and user testing: indicate which staff person will facilitate each and include \$250 for user testing gift cards
- 10% administrative cap
- Budget summary sheet will auto populate



Next Steps

- Visit the NJDOL webpage at nj.gov/labor/grants
- Submit Letter of Intent (optional) by April 1, 2022, 11:59pm
- Email us your questions to CAREgrant@dol.nj.gov by April 1, 2022 11:59pm
- Anticipate publishing questions/answers on webpage by April 6, 2022
- Application due April 18, 2022, 11:59pm to CAREgrant@dol.nj.gov
- Applications scored by fair and impartial panel who will provide recommendations to NJDOL Commissioner
- Applicants will be notified of the final determination (anticipated June 15, 2022)
- Once Notice of Award is received, grantees can begin work immediately
- Contracts issued





Thank You!

Questions?

CAREgrant@dol.nj.gov

nj.gov/labor/grants

myleavebenefits.nj.gov

mysickdays.nj.gov

