

E-ALERT: Massachusetts Extends Employee Notification and Exemption Application Deadlines Under New Paid Family and Medical Leave Law



Background

Massachusetts employers will soon be required to offer paid family and medical leave to their employees under the Massachusetts Paid Family and Medical Leave Act (PFML). Though workers will not be eligible to take PFML until January 1, 2021, employers are required to comply with some of the law's key provisions in the coming weeks. You can learn more in our upcoming webinar which you can register for [here](#).

Deadline Updates

1. Employers will now have additional time to consider private plan options. The Massachusetts Department of Family and Medical Leave (DFML) has extended the deadline to apply for and obtain an exemption from

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remitting first quarter (July 1 – September 30, 2019) PFML contributions *from June 30 to September 20, 2019*.

2. The DFML also extended, *from May 31 to June 30, 2019*, the deadline to notify all current employees and independent contractors of the new law. The DFML has posted notice templates on its website [here](#). Employee notices may be electronically distributed and must include a mechanism for the employee to acknowledge (or decline to acknowledge) receipt of the information.

3. Employers are still required to begin withholding PFML payroll deductions on **July 1, 2019**, unless an employer obtains an exemption from the DFML before that date.

Employer Next Steps

- Use the template notice to inform your employees and independent contractors of their rights under the new law by June 30, 2019.
- Use the template workplace poster available [here](#) and post it in your workplace by June 30, 2019.
- Work with your current payroll provider to set up the tax calculations through payroll.
- If you are a current client of HR Knowledge, we have prepared a tool kit to help you prepare for this new law; please [email us](#) for a copy. If you are not a current client but interested in learning more about our services please [email us](#).

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