

Leave Income Replacement Chart - Massachusetts

INCOME RESOURCE	BENEFITS	BASIC ELIGIBILITY	HOW TO GET IT
MA Paid Family Leave (MA PFML)	<ul style="list-style-type: none"> » Up to 12 weeks of paid family leave. » Up to 20 weeks of paid medical leave. » Up to 26 weeks of leave to care for a family member who is a service member. » Maximum of 26 weeks of combined paid family and medical leave in a benefit year. » Benefit amount varies based on certain criteria. 	<ul style="list-style-type: none"> ✓ Employees must meet the same standard requirements that exist for unemployment compensation, including earning 30 times the weekly unemployment benefit that they are eligible to receive and earning a minimum of \$4,700 over the last four calendar quarters. ✓ Medical provider certification may be required. ✓ Worker paid into the program through payroll deductions. 	<p>Customize: The Department of Family and Medical Leave oversees the Commonwealth's Paid Family and Medical Leave (PFML) program. (include link once available)</p> <p>OR Apply through private PFML provider. (include name and link of provider).</p>
Family Medical Leave Act (FMLA) (unpaid benefit)	<ul style="list-style-type: none"> » Job-protected time off without pay. » Up to 12 weeks per year.* » Benefit continuation. <p>*A year is defined differently based on employer's FMLA policy.</p>	<ul style="list-style-type: none"> ✓ Medical certification of own or a family member's serious health condition. ✓ Employer has 50+ employees within 75 miles. ✓ Work history of 1+ year with the company and 1,250 hours in the previous year. 	<p>Request from employer.</p> <p>Provide medical certification if employer requests it.</p>
Short-Term Disability (STD)	<p>Remove if Employer does not have STD: (STD) pays a percentage of an employee's salary when they are not able to work because of injury or illness.</p>	<ul style="list-style-type: none"> ✓ Employees can receive a % of their regular wages (typically 60%) through STD insurance. 	<p>Apply through STD provider (include name and link of provider).</p>
Leave as a Reasonable Accommodation (unpaid benefit)	<p>Customize; Typically: unpaid, job-protected leave. Duration depends on individual situation.</p>	<ul style="list-style-type: none"> ✓ Employee has disabilities that necessitate leave. ✓ Employer has 5+ employees. ✓ Leave does not create undue hardship for employer. 	<p>Request from employer.</p>
Employer-Sponsored Leave (Non-FMLA)	<p>Customize: Employer may choose to grant up to 6 weeks of unpaid leave to an employee for unique or extraordinary reasons that may not apply to the other forms of leaves of absence (LOA).</p>	<ul style="list-style-type: none"> ✓ Employee must have at least 12 months of consecutive employment with the company as a regular full-time employee prior to the start of the leave of absence. 	<p>Request must be submitted in writing to (Customize) and should include proposed starting and ending dates for the leave period.</p>
Employer Paid-Time-Off Plan (PTO/Vacation)	<p>Paid Time Off is available to all eligible regular, full-time (and regular, part-time) employees.</p>	<ul style="list-style-type: none"> ✓ Vacation/PTO pay is paid at an employee's base rate. ✓ Customize: Vacation/PTO can be used in minimum increments of full (8 hours) or half (4 hours) days. 	<p>Request from employer through normal paid-time-off procedures.</p>
Employer Paid Earned Sick Time	<p>Employees not eligible for PTO can use up to 40 hours of earned sick time for the qualified reasons outlined in our Earned Sick Time Policy.</p>	<ul style="list-style-type: none"> ✓ Employees may begin to use earned sick time on the 90th day after hire. 	<p>Request from employer through normal paid-time-off procedures.</p>