

e-Alert: MA PFML Clarification on the Eligibility of Municipal Entities



Background

The Department of Family and Medical Leave has revised guidance that was issued regarding the exclusion of certain employers, including municipalities and political subdivisions. The revision is intended to provide further clarification not to amend previously issued guidance.

Summary

Who is **excluded** from the new PFML Law?

The following entities are excluded:

- Municipalities
- Districts
- Political subdivisions and other agencies
- Housing Authorities

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- Regional School Districts
- Regional Planning Commissions

These entities may choose to opt in through a board member vote or governing committees, in accordance with [Section 10 of M.G.L. 175M](#).

Clarification regarding Charter Schools

Charter schools are not considered part of a municipality and are not excluded from the PFML law (Note: The only exception to this is Horace Mann Charter School, their employees are considered municipality employees for the purposes of collective bargaining and are subject to municipality decision).

Employer Next Steps

- DFML will evaluate individual requests to provide further guidance to any municipality district, political subdivision or authority that has not been covered.
- If you have questions regarding municipal entities [click here](#) to contact the DFML via email.
- This information regarding municipalities can also be found on the DFML [website](#).

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