

MASSACHUSETTS

PAID FAMILY AND MEDICAL LEAVE (MA PFML) FACT SHEET



Effective Date	State-run program premium deductions begin October 1, 2019 . Benefits, except for leave to care for a family member, begin January 1, 2021 . Benefits to care for a family member begin July 1, 2021 .	
Employee Eligibility	Employees are eligible for MA PFML if they meet the financial eligibility requirements for unemployment compensation – i.e., the employee must have earned 30 times the weekly unemployment benefit that they would be eligible to receive, and must have earned at least \$5,100 during the last four calendar quarters. Note: This law provides a new paid leave with job protection, with no employee hours or service requirements.	
Covered Employers	All Massachusetts employers are covered by the MA PFML law, but an employer employing less than 25 employees in the Commonwealth is not required to pay the employer portion of premiums for family and medical leave.	
Contribution Rates and Funding	The contribution rate will be adjusted annually. An employer can deduct from the employee's wages a maximum of 40% of the contribution required for medical leave, and 100% of the contribution required for family leave. The initial rate will be 0.63% of the employee's wages.	
Reasons for Leave	Family Leave: <ul style="list-style-type: none"> • Bonding (birth, adoption, foster placement) • Qualifying military exigency • Care for a covered service member • Care for family member's serious health condition 	Medical leave: <ul style="list-style-type: none"> • Employee's own serious health condition
Weekly Benefits	<ul style="list-style-type: none"> • The portion of an employee's average weekly wage (AWW) that is equal to or less than 50% of the state AWW is paid at 80%. • The portion of an employee's AWW that is more than 50% of the state AWW is paid at 50%. • The maximum weekly benefit amount is capped at \$850.00; this amount will be adjusted annually to be 64% of the state AWW. 	
Timing of Benefits	There is a waiting period of seven calendar days before the leave is paid, but an employee can use accrued sick or vacation pay or other paid leave provided under an employer policy during the waiting period. The seven-day waiting period does not apply to an employee who takes a family leave immediately following a medical leave for pregnancy or recovery from childbirth.	
Maximum Leave Benefit	<ul style="list-style-type: none"> • Bonding (birth, adoption, foster placement) — Up to 12 weeks • Qualifying military exigency — Up to 12 weeks • Family member's serious health condition — Up to 12 weeks • Employee's own serious health condition — Up to 20 weeks • Care for service member — Up to 26 weeks Covered individuals are eligible for no more than 26 total weeks , in the aggregate, of paid family and medical leave in a single benefit year.	
Voluntary Plan	Employers can apply to the Department of Family and Medical Leave for approval to meet their obligations through a private plan. In order to be approved, a private plan must provide all of the same rights, protections, and benefits set forth in the MA PFML law.	
Interacting with Other Laws	MA PFML will run concurrently with leave taken under the Massachusetts Parental Leave Act (MPLA) and federal Family and Medical Leave Act (FMLA) when the leave is for the same qualifying reason.	
Additional Resources	For more information, visit the Department of Family and Medical Leave (DFML) or download the Department's PFML Toolkit . To learn more about HR Knowledge's Paid Family Medical Leave Solution, please contact us at info@hrknowledge.com .	