



# Massachusetts Paid Family Medical Leave Act (MA PFML) Fact Sheet

<b>Effective Year</b>	State-run program premium deductions begin:	<b>October 1, 2019</b>
	Benefits <i>except for leave to care for a family member</i> begin:	<b>January 1, 2021</b>
	Benefits for care of family member begin	<b>July 1, 2021</b>
<b>Employee Eligibility for Benefits</b>	All employees who meet the financial eligibility requirements for unemployment compensation (i.e. the employee must have earned 30 times the weekly unemployment benefit that the employee would be eligible to receive and must have earned at least \$5,100 during the last four calendar quarters). No employer hours or amount of service is required.	
<b>Covered Employers</b>	All private employers with eligible employees working in Massachusetts. Law covers all employers (1 or more employees).	
<b>Administration</b>	State-administered or Voluntary/Private Plan	
<b>Reasons for Leave</b>	<b>Family Leave:</b> <ul style="list-style-type: none"> <li>Bonding (birth, adoption, foster placement)</li> <li>Qualifying military exigency</li> <li>Care for service member</li> <li>Family member's serious health condition</li> </ul>	<b>Medical Leave:</b> <ul style="list-style-type: none"> <li>Employee's own serious health condition</li> </ul>
<b>Covered Relationships</b>	Family member is defined as spouse, domestic partner, child, parent or parent of a spouse or domestic partner; a person who stood in loco to the employee when the employee was a minor child; or a grandchild, grandparent or sibling of the employee.	
<b>Funding</b>	May be shared between employer and employee: <ul style="list-style-type: none"> <li>Family leave may be 100% employee-paid</li> <li>Medical leave may be up to 40% employee-paid</li> </ul> However, an employer with fewer than 25 employees in MA is not required to pay the employer portion of premiums for family and medical leave.	
<b>Cost</b>	0.75% of employee's wages (initial rate)	
<b>Job Protection</b>	Included	

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**Benefit Amount****Will vary based on income:**

- The portion of an employee’s average weekly wage (AWW) that is equal to or less than 50% of the state’s 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; this amount will be adjusted annually to be 64% of the state AWW.

**Maximum Leave Per Year****Family Leave:**

- Bonding (birth, adoption, foster placement) — Up to 12 weeks
- Qualifying military exigency — Up to 12 weeks
- Family member’s serious health conditions — Up to 12 weeks
- Care for service member — Up to 26 weeks

Total combined MA Family Medical Leave — Up to 26 weeks

**Medical Leave:**

- Employee’s own serious health condition — Up to 20 weeks

**Waiting Period**

7 Day calendar waiting period will apply

**Interacting with Other Laws**

MA PFL will run concurrently with leave taken under the Massachusetts Parental Leave Act, Family and Medical Leave Act and Earned Sick Time Act, if the employee is eligible for the respective laws

**Voluntary Plan Opt-Out**

Yes. An employer may opt-out of either the state program for family leave or medical leave, or both, by having a state-approved voluntary plan. Employer voluntary plans must be in the form of self-insurance (with employer providing a security bind) OR in the form of an insurance policy provided by a licensed insurer and they must provide all the same rights, protections and benefits of MA’s PFL program or greater.