



Massachusetts Paid Family and Medical Leave (MA PFML) benefit provisions - 2022

Employee Eligibility for Benefits	All employees who meet the financial eligibility requirements for unemployment compensation (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 \$5,400 during the last four calendar quarters). No minimum hours or service requirements	
Covered Employers	All private employers with eligible employees working in Massachusetts. Law covers all employers (1 or more employees).	
Reasons for Leave	Family Leave: <ul style="list-style-type: none"> • Bonding (birth, adoption, foster placement) • Qualifying military exigency • Care for service member • Family member's serious health condition 	Medical Leave: <ul style="list-style-type: none"> • Employee's own serious health condition
Covered Relationships	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.	
Funding	<p>May be shared between the employee and the employer, but an employee cannot be expected to pay more than the state allowable maximum contribution rates.</p> <ul style="list-style-type: none"> • Family Leave - 100% employee-paid, 0% employer-paid • Medical Leave - 40% employee-paid, 60% employer-paid <p>Under a private plan, an employer may choose to pay more or all of the employee's share. However, any remaining difference in premium due becomes the obligation of the employer.</p>	
Maximum Employee Contribution	<ul style="list-style-type: none"> • 0.344% of employee's wages up to the social security income limit, combined for both the Family and Medical Leave coverage. • Family Leave - 0.120% of employee's wages up to the social security income limit; annual maximum of \$176.40. • Medical Leave - 0.224% of employee's wages up to the social security income limit; annual maximum of \$329.28. 	
Social Security Income Limit	\$147,000	

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Job Protection Included

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

- 80% of the portion of an employee's weekly wage that is equal to or less than 50% of the State average weekly wage (SAWW); plus
- 50% of the portion of an employee's weekly wage that is more than 50% of the SAWW;
- Capped at the maximum weekly benefit of 64% of the SAWW, which is \$1084.31 for 2022.

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

Medical Leave:

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

Total combined MA Family Medical Leave — Up to 26 weeks

Waiting Period 7 calendar days

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