



Massachusetts Paid Family and Medical Leave (MA PFML) Benefit Provisions - 2023

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 \$6,000 during the last four calendar quarters). There are no minimum hours or service requirements.	
Covered Employers	All private employers with eligible employees working in Massachusetts. Law covers all employers (one 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	A family member is defined as a spouse, domestic partner, child, parent or parent of a spouse or domestic partner; a person who stood in loco parentis 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"> • 0.318% of employee's wages up to the social security income limit, combined for both the Family Leave and Medical Leave coverage. • Family Leave: 0.110% of employee's wages up to the social security income limit; annual maximum of \$176.22 • Medical Leave: 0.208% of employee's wages up to the social security income limit; annual maximum of \$333.22 	

Social Security Income Limit	\$160,200		
Job Protection	Included		
Benefit Amount	<p>Will vary based on income:</p> <ul style="list-style-type: none"> • 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 \$1,129.82 for 2023. 		
Maximum Leave Per Year	<table border="0"> <tr> <td style="vertical-align: top;"> <p>Family Leave:</p> <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 • Care for service member: Up to 26 weeks <p>Total combined MA Family Leave: Up to 26 weeks</p> </td> <td style="vertical-align: top; padding-left: 20px;"> <p>Medical Leave:</p> <ul style="list-style-type: none"> • Employee's own serious health condition: Up to 20 weeks </td> </tr> </table>	<p>Family Leave:</p> <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 • Care for service member: Up to 26 weeks <p>Total combined MA Family Leave: Up to 26 weeks</p>	<p>Medical Leave:</p> <ul style="list-style-type: none"> • Employee's own serious health condition: Up to 20 weeks
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Waiting Period	7 calendar days		
Interacting with Other Laws	MA PFML 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.		