

# **Massachusetts Paid Family and Medical Leave**

The Department of Family and Medical Leave oversees the Commonwealth's Paid Family and Medical Leave (PFML) program. This program provides temporary income replacement to eligible workers who are welcoming a new child into their family, are struck by a serious illness or injury, need to take care of an ill or ailing relative, and for certain military considerations.

Beginning in January of 2021 most workers in Massachusetts will be eligible to get up to 12 weeks of paid family leave and up to 20 weeks of paid medical leave. The program will be funded by premiums paid by employees, employers, and the self-employed. Contributions to the program will begin on Oct. 1, 2019, and will be managed through the Department of Family and Medical Leave (DFML) per [MGL c.175M as added by St. 2018, c.121.](#)

## **Key dates**

- **Oct. 1, 2019**

Employers will begin making payroll deductions to fund the employee share of contributions.

Your share of contributions as a worker is fixed. Some employers will also be required to pay contributions under the law, depending on the makeup and size of their workforce.

- **Jan. 1, 2021**

Paid family leave benefits will be available to support workers who take leave in order to bond with a new child and to address needs relating to a family member who is a covered service member of the armed forces.

Paid medical leave benefits will be available to support workers who take leave as a result of personal serious health conditions.

- **July 1, 2021**

Paid family leave benefits will be available for the care for any family member with a serious health condition.

## **What types of leave are covered?**

### **Family leave**

Up to 12 weeks of family leave may be taken to:

- Care for a family member with a serious health condition
- Bond with a child within the first 12 months after its birth
- Bond with a child within the first 12 months after adoption or foster care placement
- Manage family affairs when a family member is on active duty in the armed forces

### **Medical leave**

Up to 20 weeks of medical leave may be taken:

- While you are unable to work due to your own serious health condition

## **Maximum amount of leave available**

### **Family leave**

You may be eligible for up to 12 weeks of paid family leave.

### **Medical leave**

You may be eligible for up to 20 weeks of paid medical leave.

### **Total combined leave**

You may be eligible for up to 26 weeks of combined paid family and medical leave.

## **Weekly benefits**

Weekly benefit amounts are calculated as a percentage of your earnings. This means weekly benefits may be different for each individual.

The maximum weekly benefit is \$850 per week.

## **Contribution rates**

PFML benefits will be funded by a payroll or earnings contribution on every dollar of wages or payment for services earned by a covered individual.

For every \$100 you earn, a maximum of \$0.38 will be deducted for the covered contribution share. This will consist of:

- \$0.13 to cover your family leave contribution
- \$0.25 to cover your medical leave contribution

The maximum amount of earnings subject to these contribution rates is \$132,900 annually for each covered individual.