

Massachusetts Paid Family and Medical Leave (MA PFML)

Effective January 1, 2022

Information for Employees



What is Massachusetts Paid Family and Medical Leave Law (MA PFML)? Who is eligible for this program?

MA PFML provides temporary income replacement and job protected leave to eligible covered individuals (including former employees and covered contract workers in some instances). Full-time, part-time, permanent, temporary, on call, per diem or seasonal employees who work in Massachusetts may be eligible for MA PFML that began January 1, 2021.

What are the Qualifying Leave Reasons?

Eligible individuals may take a paid leave for their own serious health condition or to care for a qualified family member. The leave allotment varies based on the reason for the leave. The chart below details the leave types and the leave allotment available for each.

Qualifying Leave Reasons	Leave Allotment (includes Waiting Period)*
Medical: Leave for employee's own serious health condition	20 weeks
Family:	12 weeks
Leave to bond with new child within 12 months of the birth, adoption or foster care placement	
Leave due to Qualifying Exigency for family member's active or impending active duty	
Leave to care for family member with serious health condition	
Leave to care for ill or injured service member	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.

When do benefits begin?

Benefits begin after the seven-day waiting period has been satisfied. There is no waiting period for Family Leave (such as bonding leave) that immediately follows Medical Leave for pregnancy or recovery from childbirth.

How are weekly benefits calculated?

The weekly benefit is:

- 80% of the portion of the individual's Average Weekly Wage (AWW) that equals or is less than 50% of the State Average Weekly Wage (SAWW)
PLUS
- 50% of the portion of the AWW that is greater than 50% of the SAWW.

The current SAWW is \$1,694.24/week.

The maximum weekly benefit is: \$1,084.31.

Example:

50% of SAWW = \$847.12; AWW = \$1,000

AWW > 50% of SAWW

$\$847.12 * .80 = \677.70 (Bullet 1)

$\$1,000 - \$847.12 = \$152.88$

$\$152.88 * .50 = \76.44 (Bullet 2)

$\$677.70$ (answer for Bullet 1) + $\$76.44$

(answer for Bullet 2) = $\$754.14$

Weekly Benefit = \$754.14

Are there employee contributions (payroll deductions) required for MA PFML?

Your employer will inform you of any employee contributions that may apply. Under MA PFML law, your employer is permitted to require employee contributions as long as they do not exceed the amount the individual would have paid under the state program (<https://www.mass.gov/info-details/family-and-medical-leave-contribution-rates-for-employers#overview->).

How do I file a claim? When can I file a claim?

Prudential is your employer's administrator for MA PFML. To submit a claim, go to www.prudential.com/mybenefits or call Prudential at 800-842-1718. Medical or other documentation substantiating the need for leave will be required. Claims should be submitted at least 30 days in advance when the leave is foreseeable or as soon possible for unforeseeable absences.

For more information, please go to: <https://www.mass.gov/paid-family-and-medical-leave-benefits>

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