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Massachusetts Paid Family and Medical Leave

Answers to frequently asked questions

Q: What is Massachusetts Paid Family and Medical Leave (MA PFML)?

A: MA PFML is a statewide program that provides you with compensation if you take time off from work for either a medical or family reason. Here's a closer look at each type of leave:

Medical leave

- To receive treatment and/or recover from a serious health problem, including pregnancy or recovery from childbirth

Family leave

- To care for a family member with a serious health condition
- To bond with a new child within 12 months of a child's birth or the child's placement via adoption or foster care
- For a qualifying military exigency
- To care for a family member who is a covered service member

Covered family members include spouse, domestic partner, child, parent, parent-in-law, grandparent, grandchild, and sibling. Child relationships include biological, adoptive, foster, stepchild, legal ward, and individuals who stood in loco parentis for an employee as a minor child or a child for whom the employee is standing in loco parentis. Parent relationships include the biological, adoptive, step- or foster mother or father of the covered individual, and the parent of a spouse or domestic partner of the covered individual.

Q: What was the effective date for MA PFML?

A: Most coverages under MA PFML became effective in January 2021, including leave to bond with a new child and manage needs of a family member serving in the armed forces.

Paid family leave benefits became available for the care of any family members with serious health conditions on July 1, 2021.



Q: Is MA PFML part of the Family Medical and Leave Act (FMLA)?

A: No. MA PFML is a separate benefit with different eligibility rules and employer requirements, but it does run concurrently with FMLA.

Q: Who's eligible for benefits?

A: To be eligible, you must have earned 30 times the weekly PFML benefits that you would be eligible to receive and earning a minimum of $6,300 over the last four calendar quarters. For detailed eligibility requirements, please visit mass.gov/paid-family-and-medical-leave-benefits.

Q: What are the benefits?

A: Under the MA PFML program, you may take up to 12 weeks of paid family leave, 20 weeks of paid medical leave, or up to 26 weeks of leave to care for a family member who is a service member. The combined maximum of MA PFML leave you may take in a benefit year is 26 weeks.

The amount of benefits you're eligible to receive varies based on the following criteria:

- If you earn less than or equal to 50% of the state average weekly wage (AWW), which is currently $1,922.48 per week, your benefit will be 80% of your AWW.
- If you earn more than 50% of the state AWW, your benefit will be the underlying 80% benefit described above, plus an additional 50% of your AWW that exceeds 50% of the state AWW.

Please note that MA PFML benefits are subject to a maximum weekly benefit cap of $1,230.39 through December 31, 2026.

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Q: Will my job be protected when I'm on leave?

A: Yes. You're entitled to job protection while on leave.
Your employer must continue to cover your employment-related health insurance benefits while you're are on MA PFML.

Q: What's the process for submitting a claim?

A: You must contact the state's Department of Family & Medical Leave (DFML) to initiate your MA PFML claim. Visit paidleave.mass.gov.

Q: What are the anticipated contributions for this benefit?

A: The 2026 state plan total contribution rate has been set at 0.88% of your wages, up to the current Social Security wage cap, which is $184,500 for 2026. The overall employee contribution rate is approximately 0.46% of wages, and the employer contribution rate is approximately 0.42% of wages.

Medical leave
You're responsible for contributing approximately 0.28% of your wages, which equates to 40% of the medical leave contribution. Unless exempt, your employer is responsible for the remaining 0.42% of wages.

Family leave
Your employer can deduct 100% of the contribution required from the employee's wages, which is approximately 0.18% of wages.

For every $100 you earn, $0.46 will be deducted for the covered contribution share. This includes $0.18 to cover your family leave contributions and $0.28 to cover your medical leave contributions. The contribution rates will be adjusted annually, taking effect on the first day of each subsequent year.

Note: While the state sets maximum employee contribution rules, your employer may have elected to fully cover, reduce, or defer your contributions to a future date. Contact your employer with questions regarding payroll deductions.

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