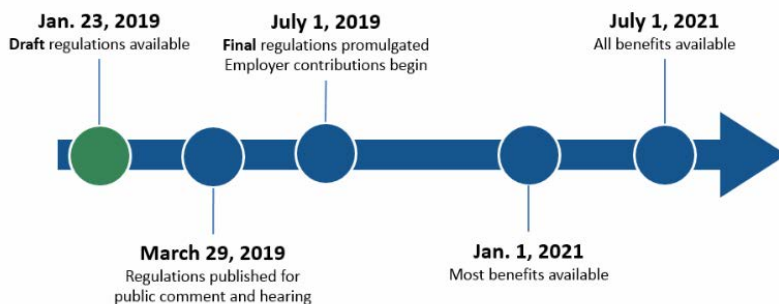


Massachusetts PFML (FMLA) Announcement

In 2018, Massachusetts signed into law a statute that provides paid family and medical leave (PFML) benefits to workers. Employer contributions to the new tax will begin on July 1st, 2019. **This program is separate from the MA Department of Unemployment Assistance and will not interfere with Massachusetts UI Taxes.**

Details:



According to mass.gov, Department of Family and Medical Leave, "businesses that employ 1 or more individuals are subject to the PFML law and must submit contributions on behalf of workers and covered individuals."

- Employers will contribute .63% of an employee's salary for the PFML Tax
- Employers can deduct up to 40% of the total medical leave contribution and 100% of the total family leave contribution
- Employers and businesses with fewer than 25 workers in Massachusetts must remit contributions to the department on behalf of their workers but are not required to pay the employer share of the contribution for family and medical leave.

Private Plan Option - Employers may apply for approval to meet their obligations through a private plan. A private plan must confer all the same rights, protections and benefits provided to employees under the law. The private plan can be in the form of self-insurance, provided that an appropriate surety bond is paid to the state in a form to be approved by the Department of Family and Medical Leave, and in the amount required by the Department. However, municipalities, districts, and political subdivisions or their instrumentalities are not subject to the law unless they voluntarily adopt it.

For more information, go to <https://www.mass.gov/info-details/paid-family-medical-leave-for-employers-faq#are-all-employers-and-businesses-required-to-comply-with-the-pfml-law?>