

MASSACHUSETTS PAID FAMILY AND MEDICAL LEAVE PLAN INFORMATION

Paid Family and Medical Leave (PFML) is a benefit that allows you to take extended time away from work for needs such as caring for a family member, bonding with a new child, caring for your own injury or illness and the needs, including caring for injuries or illness, of a family member who has served or who is serving in the military.

Almost all employees working in Massachusetts are eligible to receive job-protected Paid Family and Medical Leave. See below to learn what benefits you may be eligible for.

Note: These benefits are based on the current regulations as of October 2021, but are subject to change based on the state of MA on an annual basis.

	Paid Family Leave	Paid Medical Leave
Leave Types	1. Bonding 2. Military Exigency	3. Family Care 4. Care for Military Family Member
Benefit Durations	Up to 12 weeks combined for bonding, family care, care of a service member,* and/or exigency. *Leave for care of a service member may allow up to 26 weeks.	Own illness or injury Up to 20 weeks
	The duration of Paid Family Leave and Medical Leave cannot exceed a combined 26 weeks in a 52 week benefit year.	
Benefit Payment Calculation	If your weekly wages ¹ are less than or equal to \$847.12 ² then your benefit will be 80% of your wages. If your weekly wages ¹ are greater than \$847.12 ² then your benefit will be 80% of the first \$847.12 plus 50% of your remaining wages over the \$847.12 up to \$1,084.31 a week.	
Maximum Weekly Benefit ³	\$1,084.31	
Benefit Waiting Period	7 Calendar days	
Continuation of Coverage	Former employees remain covered up to 26 weeks after separation or until re-employed.	
Eligibility ⁴	Statutory Financial Eligibility Test	

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¹ Wages are based on a calculation that uses your earnings over a base period. This is referred to as your Average Weekly Wage.

² This amount is 50% of the MA State Average Weekly Wage, which is subject to change annually.

³ This amount is determined by the MA PFML law and is subject to change annually.

⁴ If applicable, eligibility for benefits is determined by the Statutory Financial Eligibility Test. For more information about the eligibility requirements, visit Mass.gov.

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