



# Massachusetts Paid Family & Medical Leave

**Contributions begin October 1, 2019**  
**Most benefits begin January 1, 2021**  
**All benefits available July 1, 2021**

The Massachusetts 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.



## Qualifying events include



### Family Leave

- 12 weeks of job protected paid leave for the following leave reasons
  - Child bonding upon the birth of a newborn or placement of an adopted or foster child;
  - Care for a family member with a serious health condition; or
  - Family member military exigency
- 26 weeks of job protected paid leave to care for a covered military service member



### Medical Leave

- 20 weeks of job protected paid leave for the employee's own serious health condition
- Pregnancy and childbirth recovery



## Important Parameters

### Covered Employers:

All employers with employees who work in the Commonwealth of Massachusetts are covered by this law.

### Employee Eligibility:

All employees are eligible for paid family and medical leave, regardless of hours worked or length of service.

### Covered Relationships:

An employee can take paid time off to care for a family member, which includes the employee's spouse, domestic partner, child, parent of a spouse or domestic partner, a person who stood in loco parentis to the employee, a grandchild, grandparent or sibling.

### Availability of Leave:

Leave may be taken continuously, intermittently, or on a reduced schedule. Bonding leave must be taken continuously unless otherwise agreed to by the employer.

### Certification/Evidence/Proof:

An employee seeking job-protected paid family or medical leave will be required to provide certification verifying the leave request.

## Simplify the complex with FINEOS Absence

In an ever-changing landscape of shifting federal, state, and municipal regulations, absence management grows exponentially more complex. FINEOS Absence simplifies the complexity, automating processes around both paid and unpaid absences, and integrates seamlessly with:



**FINEOS  
Claims**



**HRIS**

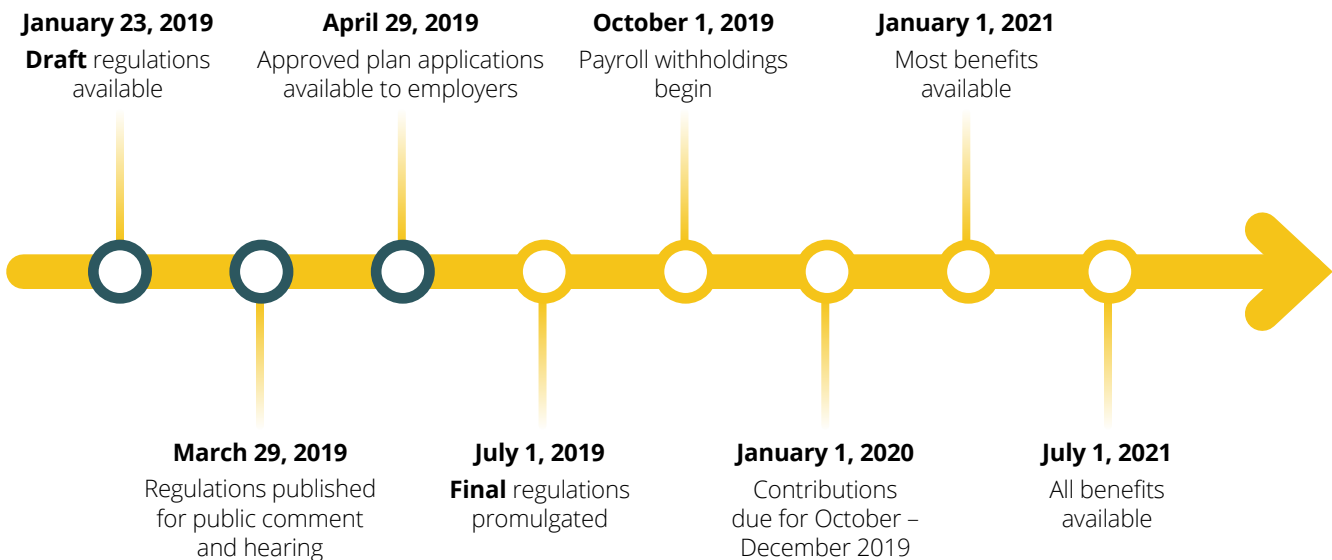


**Third-party  
systems**

As a comprehensive absence management system, FINEOS Absence has integrated claims that covers the full absence management life-cycle, from initial request, through return to work.

For more information about how FINEOS Absence can help simplify your absence management journey, contact us at [info@FINEOS.com](mailto:info@FINEOS.com)

## Timeline



**Source** – <https://www.mass.gov/orgs/department-of-family-and-medical-leave>

