

Paid Family and Medical Leave (PFML) in Massachusetts

Massachusetts provides eligible workers job protected paid time off in certain situations.

Eligibility

You must work in Massachusetts. This includes work for the Commonwealth and its agencies and people who work in Massachusetts for out-of-state employers. Federal employees are excluded. Municipal employers may opt in, but most do not. **If you are self-employed you may opt-in**, and may qualify for immediate benefits if you pay your contribution for the previous 2 quarters (you must stay in the program for 3 years after you join).

Learn more about types of work that are **not** covered: mass.gov/info-details/your-eligibility-for-paid-family-and-medical-leave-pfml

You must have earned at least

- \$6,300 during the last 4 completed calendar quarters (for 2024) **and**
- At least 30 times more than how much you would be eligible to get each week from your Paid Family Medical Leave benefits. See the benefit calculator at calculator.digital.mass.gov/pfml/yourbenefits/.

Types of Leave

- Up to 20 weeks of paid leave for an **employee's own serious health condition**
- Up to 12 weeks of paid leave for the **birth, adoption, or foster care placement** of a child
- Up to 26 weeks of paid leave to **care for a family member in the armed services** who has a serious health condition
- Up to 12 weeks of paid leave to **care for a family member** with a serious health condition
 - **Family members** for this purpose include your spouse; domestic partner; child; parent or parent of a spouse or domestic partner; a person who stood in loco parentis when you were a minor; a grandchild; grandparent; or sibling.

What is a serious health condition?

A serious health condition is a physical or mental condition that prevents you from doing your job for **more than 3 consecutive full calendar days, and requires treatment that meets certain rules.** Learn more: mass.gov/info-details/paid-family-and-medical-leave-pfml-benefits-guide#what-is-a-serious-health-condition?

You must provide certification from your health care provider using the **Certification of a Serious Health Condition form**: mass.gov/doc/certification-of-your-serious-health-condition-form/download

Benefits

Your PFML benefits will be based a calculation that factors in your average weekly wage and the Massachusetts average weekly wage. The **maximum** PFML benefit for the 2024 benefit year is \$1,149.90– your benefit may be lower. See the benefits calculator for an estimate:

calculator.digital.mass.gov/pfml/yourbenefits

Benefits are subject to a 7-day waiting period. You will not receive benefit payments during this waiting period. These seven days will count against your total available leave for the year.

To Apply

You must first provide notice of your need to take leave to your employer. If it is a planned leave, with at least 30 days’ notice.

Then apply for PFML at paidleave.mass.gov

If you are applying for military-related paid family leave benefits, or if you are applying for paid family or medical leave benefits and you are currently self-employed or unemployed, please call the **Department's Contact Center at 833-344-7365 to apply.**

Your employer and PFML

Your employer is part of the approval process. Employers may only reject your claim if they believe:

- You have already used your maximum amount of leave for the year
- That aspects of your claim are missing, incorrect, or fraudulent

Your employer can't reject your leave claim for budgetary or timing reasons.

Application Timeline

After you submit your complete application, expect it to take at least 35 days for processing.

Important Tips

- **Former employees** may qualify if you've been unemployed for 26 weeks or fewer (call the Contact Center at 833-344-7365)
- Depending on the situation, an **expectant parent** might be eligible to take medical leave during or after pregnancy. When you are ready to transition to bonding leave, you can call the Contact Center at 833-344-7365. You should **not** submit a second application. In this situation the second 7-day waiting period will be waived.

For More Information see the PFML website: mass.gov/paid-family-and-medical-leave-benefits