Engage PEO Client Alert:

Massachusetts Paid Family and Medical Leave

In 2019, Massachusetts legislature passed a Paid Family and Medical Leave (PFML) law which will allow covered employees to take up to 26 weeks of paid leave for medical or family reasons. A payroll tax was initiated in October 2019 to pay for this benefit. Engage issued two previous alerts on this topic, which can be accessed here and here.

Starting January 1, 2021, eligible employees will be able to use the paid leave benefit for covered reasons. Massachusetts employers are encouraged to update their leave policies to ensure compliance with this law.

- **A sample paid leave policy can be accessed here, which can be added to the employee handbook as an addendum.**

In addition, employers are required to display and/or distribute a poster relating to the benefits and entitlements under this law.

- **A copy of the mandatory poster can be accessed here.** Furthermore, employers must continue to notify new employees of PFML benefits and contribution rates within 30 days of hire.

In the event an eligible employee needs to apply for PFML under this law, Employers must have an online employer account to be able to review and manage employee applications for PFML.

A link to the employer account access can be found here.

- **Most Massachusetts clients already have registered and received a client specific log-in from the state for Massachusetts Paid Family Leave.** Those clients should be able to administer claims on their accounts using the state assigned log-in.
- There are a few clients that have not registered for client specific accounts. Engage will pre-register those clients to create client specific accounts and follow up with those clients to ensure they complete the full registration process. Once the full registration process is completed, they should then be able to administer claims on their accounts.

Engage will continue withholding, paying, and filing quarterly tax returns for the MA Paid Family Leave on behalf of our clients. Clients are responsible for responding to individual employee claims.

Employers can visit this website for more information on the employer obligations under the Massachusetts Paid Family and Medical Leave law.

If you have any questions, please contact your Engage HR Consultant.