



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
100 CAMBRIDGE STREET, SUITE 600, BOSTON, MA 02114

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lieutenant Governor

MICHAEL J. HEFFERNAN
Secretary

RONALD J. ARIGO
Chief Human Resources Officer

April 29, 2019

David Holway
National President, NAGE, Units 1, 3, and 6
159 Burgin Parkway
Quincy, MA 02169

RE: MGL c. 175M, Paid Family and Medical Leave

Dear Mr. Holway,

I am writing to inform you about the upcoming benefits associated with Paid Family and Medical Leave (PFML) pursuant to MGL c. 175M, effective in 2021, and to invite you to meet to review the employer and employee contributions into the fund, which are statutorily required to commence on July 1, 2019.

Beginning in January 2021, employees may be eligible under PFML for:

- Up to 12 weeks per year for the birth, adoption or foster care placement of a child.
- Up to 26 weeks per year to care for a family member who is a covered service member with a serious health condition.
- Up to 20 weeks per year medical leave for a personal serious health condition which incapacitates them from work.

Beginning in July 2021, employees may be eligible under PFML for:

- Up to 12 weeks per year for a family member's serious health condition.

Employees are eligible for no more than 26 weeks in the aggregate in a single year. In addition to allowing for the above leave benefits, the PFML is a paid leave that is paid out from the Family and Employment Security Trust Fund, administered by the newly established Department of Family and Medical Leave (housed within EOLWD). This fund will begin receiving contributions from employers and employees on July 1, 2019, building up to a roll out of the above referenced leaves in January 2021.

The PFML statute sets an initial overall contribution rate of 0.63% of all wages. This consists of 0.52% for medical leave and 0.11% for family leave. The statute then divides responsibility for paying the overall contribution between employer and employees by setting a baseline under which the employer must remit the entire 0.63% contribution to the Department of PFML but may deduct from the employees' wages up to 40% of the medical leave contribution and 100% of the family leave contribution. See payroll calculator at <https://calculator.digital.mass.gov/pfml/contribution/>.

The Commonwealth intends to adopt the statute's baseline provision for dividing contributions between the employer and the employees. On or before May 31, 2019, employers are required to provide written notice to their current workforce of PFML benefits, contribution rates, and other provisions as outlined in

M.G.L. c. 175M sec. 4.

Accordingly, it is imperative that we meet as soon as possible. Please provide **Suzanne Quersher** with your first availability either this week or next.

Sincerely,

A handwritten signature in black ink, appearing to read 'John B. Langan', is written over a horizontal line. The signature is stylized with large loops and a long horizontal stroke extending to the right.

John B. Langan
Director of OER
Human Resources Division