



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
DEPARTMENT OF FAMILY AND MEDICAL LEAVE

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# FY2022 Annual Report for the Massachusetts Paid Family and Medical Leave program Department of Family and Medical Leave

The enactment of the Family and Medical Leave Law, M.G.L. c. 175M on June 28, 2018, created Paid Family and Medical Leave (PFML) in Massachusetts. The law requires the Department of Family and Medical Leave (DFML) to issue annual reports containing information on applications for PFML benefits made to DFML (M.G.L. c. 175M s. 7(e)).

This report provides a summary of data on applications for paid leave benefits from July 1, 2021 to June 30, 2022, including cases subsequently approved through the appeals process. The data used in this report is derived from various sources, including DFML's claims processing system and the Massachusetts Department of Unemployment Assistance. The report provides information on benefits, applications, and certain applicant demographics during Fiscal Year 22 (FY22, July 1, 2021- June 30, 2022).

## Approved applications information

- For FY22, **112,531** applications were approved.
- Medical leave accounted for **59.31%** of approved applications (**66,738** approved applications).
- Family leave to bond with a child following birth, adoption or foster care placement accounted for **30.61%** of approved applications (**34,441** approved applications).
- Family leave to care for a family member with a serious health condition accounted for **10.05%** of approved applications (**11,313** approved applications).
- Military exigency leave accounted for **.04%** of approved applications (**32** approved applications).
- Leave to care for a service member accounted for **.01%** of approved applications (**7** approved applications).

## Denied applications information

For FY22 (as of June 30, 2022), **27,507** applications were denied, which was **19.64%** of all filed applications. In FY21, **22.99%** of all filed applications were denied.

### Reasons for denials

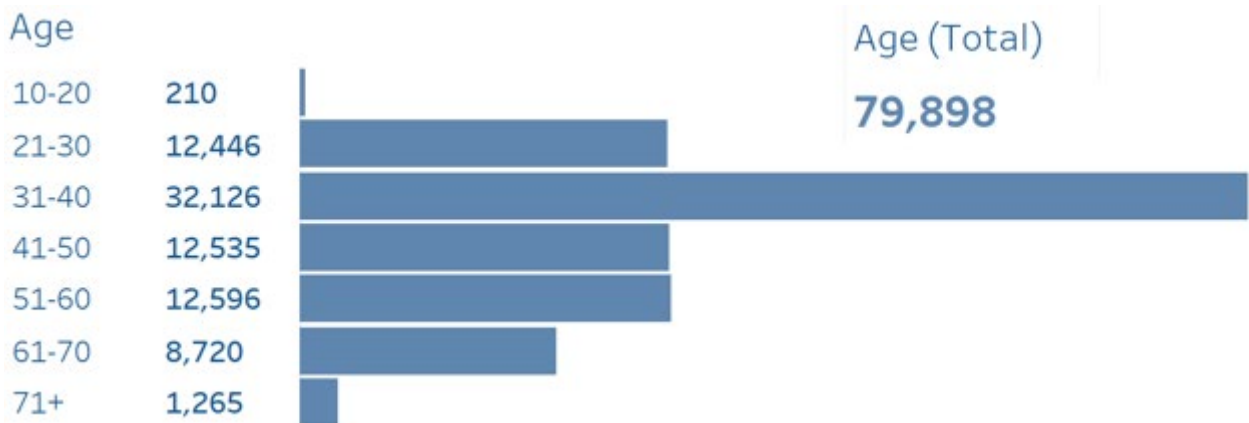
The following categories accounted for the denials issued by DFML in FY22:

|                                   |  |                           |
|-----------------------------------|--|---------------------------|
| <b>Eligibility</b>                | The person's employer was either covered by an approved exempt plan or was exempt from the requirements of the PFML statute entirely   | <b>4,142</b> applications |
|                                   | The employee had not satisfied the financial eligibility test under M.G.L. c. 175M in that they did not earn 30 times their weekly benefit amount over the 12 months preceding the individual's application                          | <b>4,569</b> applications |
|                                   | The employee had wages too low to qualify for PFML- (If the requested leave was filed in calendar year 2021, their wages were below \$5,400. If the requested leave was filed in calendar year 2022, their wages were below \$5,700) | <b>1,862</b> applications |
|                                   | The person was ineligible due to being unemployed for more than 26 weeks at the time they applied  | <b>107</b> applications   |
| <b>Documentation</b>              | The applicant did not submit the required documents  | <b>5,530</b> applications |
|                                   | The documents submitted by the applicant did not comply with DFML requirements   | <b>6,986</b> applications |
| <b>Information from employers</b> | Employer provided disqualifying information about the applicant to DFML (e.g., that applicant had taken prior leave during the benefit year)   | <b>247</b> applications   |
|                                   | Employer was not notified by the employee of their need for leave in accordance with the timeliness requirements established under M.G.L. c. 175M  | <b>315</b> applications   |
| <b>Family leave</b>               | The leave did not fall within one year of the child's birth or placement   | <b>88</b> applications    |
|                                   | The person applying did not establish that they were caring for a covered family member  | <b>25</b> applications    |
|                                   | The person applying or the family member they were caring for died   | <b>27</b> applications    |
| <b>Other</b>                      | The application was submitted more than 90 days after their leave began  | <b>1,815</b> applications |
|                                   | The requested leave exceeded the amount allowed for family leave   | <b>592</b> applications   |

|  |  |                         |
|--|--|-------------------------|
|  | The requested leave exceeded the amount allowed for medical leave                | <b>649</b> applications |
|  | The requested leave exceeded the total allowed for both family and medical leave | <b>342</b> applications |
|  | The application contained false statements                                       | <b>63</b> applications  |

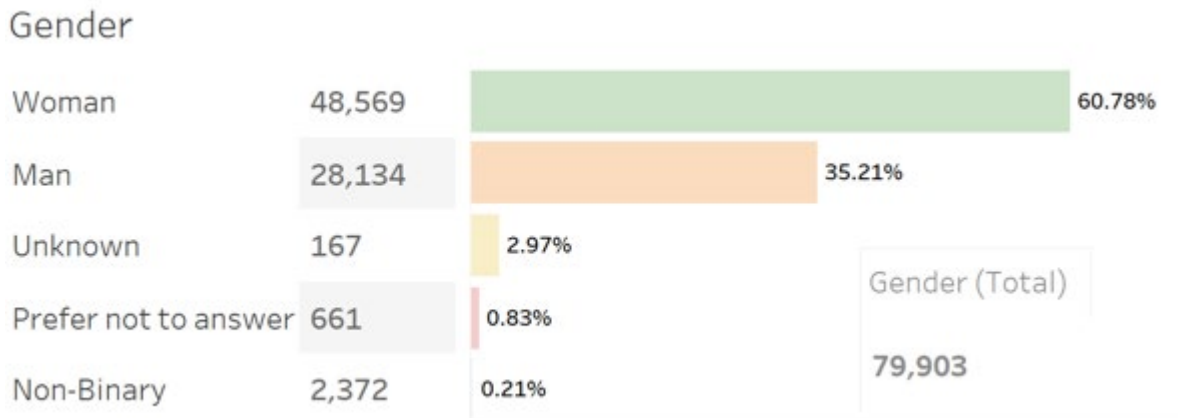
## Demographics for approved claimants\*

### Age\*\*



\*\*The total number of claimants does not add up to the total number of approved claims because claimants can file for multiple leaves within a year.

**Gender-** Demographic information for gender is optional for claimants to disclose to DFML.



## Occupation

Applicants for paid leave worked in a wide variety of industries. The top three sectors who received paid leave benefits were office employees and administrative support, management, and healthcare practitioners. This data is derived from self-disclosed occupation information to the Department of Unemployment Assistance.

| <b>Claimant Occupations</b>                                |       |
|--|-------|
| Occupation   | Count |
| Office and Administrative Support Occupations              | 5,993 |
| Management Occupations                                     | 5,491 |
| Healthcare Practitioners and Technical Occupations         | 3,982 |
| Transportation and Material Moving Occupations             | 3,534 |
| Sales and Related Occupations                              | 3,505 |
| Production Occupations                                     | 2,865 |
| Food Preparation and Serving Related Occupations           | 2,772 |
| Healthcare Support Occupations                             | 2,641 |
| Construction and Extraction Occupations                    | 2,521 |
| Personal Care and Service Occupations                      | 1,788 |
| Installation, Maintenance, and Repair Occupations          | 1,330 |
| Business and Financial Operations Occupations              | 1,307 |
| Community and Social Service Occupations                   | 1,227 |
| Educational Instruction and Library Occupations            | 1,100 |
| Building and Grounds Cleaning and Maintenance Occupations  | 1,041 |
| Architecture and Engineering Occupations                   | 644   |
| Computer and Mathematical Occupations                      | 598   |
| Arts, Design, Entertainment, Sports, and Media Occupations | 510   |
| Protective Service Occupations                             | 500   |
| Life, Physical, and Social Science Occupations             | 307   |
| Legal Occupations  | 206   |
| Farming, Fishing, and Forestry Occupations                 | 95    |

\*Demographic information is provided for all claimants with approved leaves.

## Weekly wages

The average Individual Average Weekly Wage (IAWW) for PFML applicants was **\$1,421.80**.

## Types of leave

### FY22

- **52,816 (46.93%)** covered individuals took paid leave for their own serious health conditions.
  - **34,441 (30.61%)** covered individuals took paid leave to bond with a child.
  - **13,922 (12.37%)** covered individuals took paid leave related to pregnancy or recovery from childbirth.
  - **11,313 (10.05%)** covered individuals took paid leave related to the care of a family member.
  - **32 (<1%)** covered individuals took paid leave to manage family affairs while a family member was deployed in military service.
  - **7 (<1%)** covered individuals took paid leave to care for a family member with a serious health condition related to their time serving in the military.
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## Average weekly benefit

During FY22, the average weekly benefit was:

- **\$793.55** for family leave
- **\$754.84** for medical leave

## Processing times

To apply for paid leave benefits, a covered individual must submit an application and upload supporting documentation. The application is then sent to their employer, which has 10 business days to review and respond. After the employer responds or the 10 business days have lapsed, the application is adjudicated by DFML, and a decision is reached within 14 business days.

The median response time from employers was **2.75** calendar days. The initial determination (from application submission to initial decision) was **17** calendar days. The final determination (from application submission to final decision, including the appeal process) was **37** calendar days.

## Leave duration

Assuming a five-day work week, the average duration of a leave completed in FY22 was **12 weeks**.

- For medical leave, the median duration of a leave completed in FY22 was **12 weeks**.
- For family leave, the median duration of a leave completed in FY22 was **12 weeks**.

## **Open cases**

At the end of FY22, there were **16,143** open leave requests, where employees were in the midst of taking their leave. There were **96,900** closed leave requests, where the leave had been completed.

## **Total benefits distributed**

In FY21 (January 1, 2021-June 30, 2021), DFML paid out a total of **\$174,729,366.12** in family and medical leave benefits.

In FY22 (July 1, 2021-June 20, 2022), DFML paid out a total of **\$602,767,692.31** in family and medical leave benefits.