

What other leave benefits or income do I report when applying for PFML?

Benefits from other leave programs may reduce the amount you are paid and the total amount of leave you are eligible to take.

What DO I report?

- **Previous Leave - like FMLA**
If you took paid or unpaid leave for a qualifying reason.
- **Concurrent Income - Disability**
Most of the time, both short-term and long-term disability plans need to be reported, including family or medical leave insurance (like parental leave policies).
- **Concurrent Income - Unemployment, workers' compensation, Social Security, other**
If you are getting payments from any of these programs or programs like them at the same time you are on paid leave, you will need to report the amount paid out and the start and end dates.

What DON'T I report?

- **Previous PFML** - DFML has a record of your previous Paid Family and Medical Leave. In addition, do not report other leaves if they were taken for a non-qualifying reason.
- **PTO to Top Off PFML Benefits** - You are allowed to take accrued vacation pay, sick pay, or other paid leave provided under an employer policy (collectively, "Paid Time Off" or "PTO") during your waiting week and can use PTO to supplement (top off) your PFML benefits up to sum of your Individual Average Weekly Wage (IAWW). Using PTO to supplement your benefits is optional.
- **Private Income Insurance** - Do not report supplemental insurance that you are paying for out of pocket, like non-employer sponsored plans, such as Aflac.
- **Bonus Pay** - Do not report a holiday bonus or an annual sum paid out at the end of the year.
- **Most types of commission pay** - with exceptions for "draws" on commission and quick turnaround commissions.

Please note: This information is an overview intended to answer commonly asked questions; it does not represent complete guidance about reporting other leave and income when applying for PFML. See mass.gov/PFMLotherbenefits for more information on how other leave can affect PFML benefits.