

Paid Leave for Family Members of Certain Military Personnel

The Massachusetts Paid Family and Medical Leave (PFML) program provides temporary income replacement and job protections to eligible employees. There are several specific aspects of the program designed to help the families of current or former military personnel.

Two Types of Family Leave for Eligible Family Members of Covered Service Members

1) Family leave to care for a current or former service member

You can take up to 26 weeks of family leave per benefit year to care for a family member who is:

- A current member of the Armed Forces, including the National Guard and Reserves, with a serious health condition that was sustained in the line of active duty or with a pre-existing serious health condition that was aggravated by service in the line of active duty and is (A) undergoing medical treatment, recuperation or therapy; (B) in outpatient status; or (C) on the temporary disability retired list; **OR**
- A former member of the Armed Forces, including the National Guard and Reserves, undergoing medical treatment, recuperation or therapy for a serious health condition that was sustained in the line of duty, or that existed before active duty and was aggravated by service in the line of active duty, developing before or after the member was discharged or released from service.

2) Family leave to manage family affairs for an active service member (exigency leave)

You can take up to 12 weeks family leave per benefit year to manage needs that take place immediately after a family member is deployed on active duty or has been notified of an upcoming deployment. These needs may include:

- Caring for a deployed family member's child or other family member
- Making financial or legal arrangements for deployed family member
- Attending counseling
- Attending military events or ceremonies
- Spending time with a deployed family member during a rest or recuperation period
- Spending time with a family member when they return from deployment
- Making necessary arrangements following the death of a family member who had been deployed

Leave can be scheduled in 3 different ways:

- **Continuous leave:** A single time period of consecutive, uninterrupted days
- **Reduced leave:** A consistent but reduced schedule for multiple weeks
- **Intermittent leave:** Multiple episodes of time off, which may be irregular or unexpected

Eligibility for Military PFML

Guidelines for military-related leave eligibility include, but are not limited to:

- You need to care for a family member who is a covered service member with a serious health condition that was received or aggravated while they were deployed on active duty, **or** you need to manage the needs of a family member who is deployed or about to be deployed to active duty.
- You qualify as a PFML covered individual, which typically means that you work in Massachusetts for a Massachusetts business or state agency **and** your employer is participating in the program or you have opted in as a self-employed individual **and** you meet the [earnings requirements](#).

Note that some employers are excluded from PFML, including but not limited to the United States government, National Guard, and municipalities (which includes public school departments). [See the website](#) for a longer list of excluded employers.

For PFML, family members include:

- Your spouse or domestic partner
- Your children, stepchildren or domestic partner's children
- Your parents, stepparents or parent's domestic partner
- Your spouse or domestic partner's parents
- Your grandchildren, step-grandchildren or domestic partner's grandchildren
- Your grandparents, step-grandparents, or grandparent's domestic partner
- Your siblings or stepsiblings



How to Apply for PFML

To apply for military related family leave, you will need to call PFML's Contact Center at **(833)344-7365**. A Contact Center Agent will guide you through the application. Go to www.mass.gov/pfmlmilitary to learn about the required steps and specific documents you will need to apply.