



6 FACTS ABOUT PAID FAMILY & MEDICAL LEAVE IN MASSACHUSETTS

Paid Family and Medical Leave (PFML) is a program designed to help employees in Massachusetts take paid time off for a qualifying reason. This means that employees can receive up to 12 weeks of paid family leave to care for a family member or bond with a new child, and up to 20 weeks of paid medical leave for their own serious health issues. An employee can combine both medical and family leave provided it doesn't exceed 26 weeks in a benefit year. Many Massachusetts employees have raised questions about eligibility, how to apply, and the types of leave available to them. Learn more about how you can take paid leave when you need it most and **how you can apply today**.

Fact #1: PFML and FMLA are not the same.

Massachusetts is one of almost a dozen states to offer its own paid family and medical leave program. The federal Family and Medical Leave Act (FMLA) applies to employees of larger employers, provides job protections, has a shorter leave period, and is unpaid. Massachusetts' PFML offers paid leave, job protections, longer leave duration, has a broader definition of family member, and applies to employees of both large and small companies.

Fact #2: Both parents may be eligible to take time off to bond with their child.

Each parent or legal guardian, regardless of gender identity, may be eligible for up to 12 weeks of family **leave in a benefit year** to bond with their child within a year of the child's birth, adoption, or foster care placement.

Beyond family leave to bond with a child, employees may be eligible for up to 26 weeks of combined family and medical leave per benefit year for a **qualifying reason**.

Fact #3: Foster and adoptive parents are eligible for PFML.

Foster and adoptive parents may be eligible for PFML and can take up to 12 weeks of leave in a benefit year after their child's adoption or foster care placement.

Fact #4: I can use my accrued sick, vacation, or personal time at the same time as PFML.

If you apply for PFML on or after November 1, 2023, you may be able to supplement your PFML benefits with sick time, vacation, or personal time if the combined weekly sum of PFML benefits and employer-provided paid leave benefits doesn't exceed your **Individual Average Weekly Wage (IAWW)**.

Fact #5: Part-time and seasonal employees may be eligible for PFML.

If you meet the requirements for eligibility, including the minimum earnings requirement, you may be eligible for PFML.

Fact #6: I can apply for PFML on my cellphone.

You can **apply for PFML** in English, Español, Português, 简体中文, and Kreyòl ayisyen on a cellphone, laptop, or desktop computer.

Translation services are also available for up to 240+ languages. You can also call our Contact Center to apply at **(833) 344-7365**, Monday through Friday between 8am and 5pm.



DFML
MA Department of
Family and Medical Leave