

As a full-time office Employee in the state of Massachusetts you may be eligible for paid family and medical leave benefit as well as Office Short Term Disability. Our Office Short Term Disability (STD) plan will be subtracted from state disability benefit. To apply for state paid leave, you must file a claim directly with the state. In addition, you will need to file a claim with MetLife for the BAYADA Full Time Office employee offered Short Term Disability plan.

Massachusetts Paid Family & Medical Leave

Wage replacement benefits are payable to Massachusetts workers for medical leave (PML) if you are unable to work due to injury or illness, including pregnancy and childbirth or for paid family leave (PFL) to bond with a new child, to address a military exigence with extended time available for military family care.

Eligibility

- Most employees working in the state of MA are eligible to take paid family and/or medical leave. Employee must have earned at least \$6,000 over the past 4 calendar quarters to qualify.
- Employees must have earned at least 30 times the benefit amount that they are eligible to receive

Weekly Benefit

- Each year the state of MA set the Average Weekly Wage (AWW). This is included in determining an employees MA PFML payment.
- Please visit [here](#) for more information surrounding weekly benefit amount.

Waiting Period

- 7 day waiting period. (Waived for child bonding if taken right after maternity leave.)

Job Protection:

- The MA PFML coverage is job protected. When applicable, a worker should request leave under the federal Family and Medical Leave Act (FMLA) concurrently.

Coverage Period

- Maximum of 26 weeks total/year for combined family and medical leave

Filing for Disability:

- To apply you must file a claim directly with the state. To file a claim, visit the state website [here](#).
- In addition, you will need to file a claim with MetLife for the BAYADA Full Time Office employee offered Short Term Disability plan. This payment will offset your state disability payment. To file your disability claim, please contact MetLife by clicking [here](#) or calling 1-877-638-8262. The MetLife Claims Center is available Monday through Friday, 8:00 a.m.–11:00 pm EST