

Massachusetts Paid Family & Medical Leave (MA PFML)

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 exigency with extended time available for military family care.

When taking PFML, you can choose from three different leave schedules. You may be able to adjust your leave type if your needs change.

- 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

- The PFML law covers most Massachusetts employees who have met the minimum earnings requirement established annually by the Department of Unemployment Assistance (DUA) during the last 4 completed calendar quarters.
- You work in Massachusetts or for the Commonwealth of Massachusetts.
 - This includes employees working in Massachusetts, even if the employer is in another state or country.
- You have a qualifying reason, for example a serious health condition that prevents you from working.
- Click [here](#) for more information.

Weekly Benefit

- Each year the state of MA sets the Average Weekly Wage (AWW). This is included in determining an employee's MA PFML payment.
- 80% of the portion of an employee's average weekly wage (AWW) that is up to 50% of the state average weekly wage (SAWW), plus 50% of the portion of the employee's AWW that is more than 50% of the SAWW.
- For clarification on benefit, you can reach out to the state directly at (833) 344-7365.

Waiting Period

- When you begin your paid family or medical leave, there is a 7-day waiting period before benefit payments start.
- You will not receive benefit payments during this waiting period.
- Also, these 7 days will count against your total available leave for the benefit year.

Job and Benefits Protections

- The MA PFML coverage is job and benefit protected. When applicable, a worker should request leave under the federal Family and Medical Leave Act (FMLA) concurrently, which our Leave Management team can assist with.

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](#).