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## Massachusetts Paid Family & Medical Leave is Here

### Background

As a reminder, the [Massachusetts Paid Family and Medical Leave \(PFML\)](#) law requires all private Massachusetts employers to provide covered individuals with paid family and medical leave, funded through a payroll tax that began in October 2019. Employees are eligible for MA PFML if they meet the financial eligibility requirements. This law provides paid, job-protected leave, with no employee hours or service requirement.

### Summary

#### Benefits Now Available Under MA PFML:

- Parents or guardians of children born, adopted, or fostered in 2020 can [apply](#) for benefits to take effect in 2021.
- Starting January 1, 2021, employees can apply for most MA PFML benefits that include:
  - Up to a maximum of 12 weeks of paid family leave in a benefit year: (1) for the birth, adoption, or foster care placement of a child; or (2) due to a qualifying exigency arising because a family member is on active duty or has been notified of an impending call to active duty in the United States armed forces.

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- Up to a maximum of 20 weeks of paid medical leave in a benefit year for their own serious health condition that prevents them from working.
- Up to a maximum of 26 weeks of paid family leave in a benefit year to care for a family member who is a covered service member undergoing medical treatment or otherwise addressing consequences of a serious health condition related to the family member's military service.
- Up to a maximum of 12 weeks paid family leave benefits to care for a family member with a serious health condition; this provision will become available on **July 1, 2021**.

The Department of Family and Medical Leave (DFML) has issued fact sheets for commonly asked questions, which include:

- [What is PFML and am I eligible for it?](#)
- [How do I take family leave to bond with my new child?](#)
- [What is the PFML Application timeline?](#)

## Employer Next Steps

- Employers play a key role in ensuring that their employees are informed about their rights and responsibilities. If you haven't done so already, create your employer account with DFML [here](#) and review the [Employer Role in the Paid Family and Medical Leave Review Process](#).
- Prepare for employee questions by reviewing HRK'S [MA PFML Fact Sheet](#) and [MA PFML FAQs](#) as well the Department's [Guide to MA PFML](#).
- Over the coming days, you may begin receiving requests to review employee applications from the DFML. Remember, you have **10 business days** to respond to DFML for all employee applications.
- If you are a client with HR Knowledge and have questions about this e-Alert, please [email us](#).

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