

Massachusetts Paid Family Medical Leave Update:

[Deadlines Extended for the Employee Notice, Contributions to State Program and Exemption Applications. Contribution Rate Changes.](#)

On June 14th, the Department of Paid Family and Medical Leave released the following guidance:

[Contributions/Withholding Starts October 1, 2019](#)

The Massachusetts Legislature and the Baker-Polito Administration have enacted legislation to delay the start of employer and employee contributions to the Paid Family and Medical Leave program (PFML) by three months to October 1, 2019.

This delay will allow employers across the Commonwealth more time to prepare their organizations and workforces for PFML. Please read below to see how this delay will affect you and your responsibilities under the law.

[Required Withholding Now Starts October 1](#)

The start date for required PFML contributions is now October 1, 2019. On that date, employers must begin withholding PFML contributions from employee qualifying earnings. Employers will be responsible for remitting employee and (if applicable) employer contributions for the October 1, 2019 to December 31, 2019 quarter through MassTaxConnect by January 31, 2020.

[Contribution Rate Change from 0.63% to 0.75%](#)

The PFML law requires that the Department adjust the contribution rate to offset the shorter period for collections that will result from the three-month delay. As a result, the total contribution rate has been adjusted from 0.63% to 0.75% of employee qualifying earnings. This adjustment will ensure that full funding will be in place for the commencement of benefit payments in January 2021.

[Timeline Extended for Required Employee Notices to September 30](#)

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Employers now have until September 30, 2019 to notify all covered individuals of their rights and obligations under PFML. Check the Department website at mass.gov/pfml in the coming days for updated notices to provide to your workforce.

[Timeline Extended for Exemption Applications to December 20](#)

Employers that offer paid leave benefits that are at least as generous as those required under the PFML law may apply to the Department for an exemption from making contributions. Employers will now have until December 20, 2019, to apply for an exemption that will excuse them from the obligation to remit contributions for the full period commencing with the October 1 start date.

[PFML Regulations Will Be Final and Effective on July 1, 2019](#)

The final regulations will be posted on the Department website at mass.gov/pfml on Monday, June 17, 2019. The regulations will be formally published under the title 458 CMR 2.00
DEPARTMENT OF FAMILY AND MEDICAL LEAVE

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