

Massachusetts Paid Medical and Family Leave (PFML) During Pregnancy and for New Parents

Massachusetts provides eligible workers job protected paid time off in certain situations. When you return from leave, your employer must restore you to the same job you had before taking leave, or to a job that has the same pay status, employment benefits, length-of-service credit, and seniority. The exception to job protection is when others at your level have been laid off.

Eligibility

- **You must work in Massachusetts. This includes work for the Commonwealth and its agencies and people who work in Massachusetts for out-of-state employers.** Federal employees are excluded. Municipal employers may opt in, but most do not. **If you are self-employed, you may opt-in**, and may qualify for immediate benefits if you pay your contribution for the previous 2 quarters (you must stay in the program for 3 years after you join). Learn more about types of work that are **not** covered: mass.gov/info-details/your-eligibility-for-paid-family-and-medical-leave-pfml
- You must have earned at least
 - \$6,300 during the last 4 completed calendar quarters (for 2024) and
 - At least 30 times more than how much you would be eligible to get each week from your Paid Family Medical Leave benefits.
 - If you are unemployed, you may qualify if you've been unemployed for 26 weeks or less

Benefits

- Your PFML benefits will be less than your regular wages
- The **maximum** PFML benefit for the 2024 benefit year is \$1,149.90– your benefit may be lower
- See the benefits calculator for your personal estimate:
calculator.digital.mass.gov/pfml/yourbenefits

Benefits are subject to a 7-day waiting period. You will **not** receive PFML payments for this waiting period, but these 7 days **will** count against your total available leave for the benefit year.

Types of Leave

An expectant or new birthparent may be eligible to take

- **Medical Leave (up to 20 weeks)** due to certain conditions during or after pregnancy. You may qualify if you

- Have a serious health condition and
- Certification from your health care provider that you are unable to work due to the condition and for how long (the amount of leave time needed)

and/or

- **Family Bonding Leave (up to 12 weeks)** after to bond with your child; non-birth parents may also qualify for bonding leave.

Taking Both Medical and Family Bonding Leave

The maximum for combined medical and bonding leave is 26 weeks. Not everyone who qualifies for both leaves will get 26 weeks. Your health care provider will complete a form saying how long you need for the medical leave portion of the combined leave.

Birth parents who are applying for both types of leave should apply for medical leave first, before applying for family bonding leave. After applying for medical leave, you can then call the DFML Contact Center at 833-344-7365 to start a claim for bonding leave. They should then waive the second 7-day unpaid period.

To Apply

You must first provide notice of your need to take leave to your employer. If it is a planned leave you must give at least 30 days' notice.

Then apply for PFML at paidleave.mass.gov/

If you are applying for military-related paid family leave benefits, or if you are applying for paid family or medical leave benefits and you are currently self-employed or unemployed, please call the **Department's Contact Center at 833-344-7365 to apply.**

Your Employer and PFML

Your employer is part of the approval process. Employers may only reject your claim if they believe:

- You have already used your maximum amount of leave for the year
- That aspects of your claim are missing, incorrect, or fraudulent

Your employer **cannot** reject your leave claim for budgetary or timing reasons.

Application Timeline

After you submit your complete application, expect it to take at least 35 days for processing.

Sources and for More Information

- mass.gov/info-details/your-eligibility-for-paid-family-and-medical-leave-pfml
- mass.gov/paid-family-and-medical-leave-benefits
- mass.gov/decision-tree/what-type-of-paid-leave-should-i-apply-for#s=585676&p=585676