



**IT'S OFFICIAL: EMPLOYER MA FAMILY AND MEDICAL LEAVE
CONTRIBUTIONS DELAYED FOR 3 MONTHS –
UNTIL OCTOBER 1, 2019 –
CONTRIBUTION PRECENTAGE INCREASED TO .75%**

As reported on June 12th, the Massachusetts House, Senate and Baker Administration issued a joint statement late yesterday agreeing to adopt a three month delay to the start of required contributions to the MA PFML program.

On June 13th the MA legislature enacted and the Governor signed legislation to delay the start of employer and employee contributions to the Paid Family and Medical Leave program (PFML).

On June 14th the DFML provided the following information on its website:

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 to December 31 quarter through MassTaxConnect by January 31, 2020.

Contribution Rate Change

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

Employers now have until September 30, 2019, to notify all covered individuals of their rights and obligations under PFML. Updated workforce notices will be provided on the DFML website in the coming days. It is not clear at this time if employers who have already issued the prior notices will be required to do so again, but chances are they will need to reissue.



Timeline Extended for Exemption Applications

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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Richard A. Szczebak, Esq.
781-731-9933 | rszczebak@raslawpc.com
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