

HR Insights

MA Paid Family & Medical Leave: 2023 Update

This issue of *HR Insights* provides an update on the changes to the MA Paid Family & Medical Leave Act (PFML) for 2023. In addition, we have included a summary of the Department of Family & Medical Leave's (DFML) annual report for 2022, which provides some interesting insights regarding benefits, applications, and demographics.

PFML Poster and Notices Updated

DFML updated the PFML poster and notices for the 2023 changes to the maximum benefit amount and contribution rates. To access the updated poster, click [here](#). To access the updated notices for organizations with 25 or more covered individuals and with fewer than 25, click [here](#).

2023 Maximum Weekly Benefit and Contribution Rates

As of January 1, 2023, the maximum weekly amount a covered individual can receive in PFML benefits is \$1,129.82. The total contribution rate on eligible employee wages was reduced from .68% to .63% and broken down as follows:

Contribution Rates	Total	Medical	Family
25+ Covered Individuals			
Total	.63%	.52%	.11%
Employer Share		.312%	0%
Employee Share		.208%	.11%
<25 Covered Individuals			
Total	.318%	.208%	.11%
Employer Share		0%	0%
Employee Share		.208%	.11%

DFML Annual Report for 2022

DFML's annual report for 2022 covers the period July 1, 2021, through June 30, 2022. To summarize:

- DFML approved a total of 112,531 applications of which:
 - 59.31% (66,738) were for medical leave
 - 30.61% (34,441) were to bond with a newborn or child placed for adoption or foster care
 - 10.05% (11,313) were to care for a family member with a serious health condition
 - .04% (32) were for military exigency leave
 - .01% (7) were to care for a service member

- DFML denied 27,507 applications for benefits, which represented 19.64% of total applications filed
- Reasons for denials included:
 - Applicant did not submit required **documentation** or documents submitted did not comply with DFML requirements (**12,516**)
 - Individual was **not eligible** for benefits because they were covered by their employer's approved exempt plan, the employer was exempt from PFML, the individual did not meet the financial eligibility test, or the individual was unemployed for more than 26 weeks at the time they applied for benefits (**10,680**)
 - Multiple reasons -- **application was submitted more than 90 days** after the applicant's leave began, **required leave exceeded the amount allowed**, or the application contained false statements (**3,461**)
 - **Information from employer** disqualified the applicant or the employer was not notified by the employee of their need for leave in **compliance with timeliness requirements** (**562**)
 - **Family leave** did not fall within one year of child's birth of placement, person applying did not establish they were caring for a covered family member, or the applicant or family member they were caring for died (**140**)
- **Demographics:**
 - Most applicants were between ages 31-40 (32,126), and most were female (48,569)
 - Top three occupations of applicants were Office and Administrative Support, Management, and Healthcare Practitioners and Technical
 - Average weekly benefit was \$793.55 for family leave and \$754.84 for medical leave
 - Average duration for medical and family leave was 12 weeks

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