

Most Employees Qualify for Paid Family & Medical Leave (PFML)



Paid Family & Medical Leave (PFML) is paid time off to care for yourself or your family.

- Benefit for Massachusetts residents
- Pays you 60%–80% of your usual pay
- Can last 12–26 weeks, depending on the reason for the leave
- Protects your job

PFML pays four kinds of Leave ...



Medical Leave (up to 20 weeks) because you have a serious health condition that prevents you from working



Family Care Leave (up to 12 weeks) to care for a family member with a serious health condition



New Child Leave (up to 12 weeks) to bond with your child during the first 12 months after the child is born, adopted, or placed in your foster care.



Military Family Leave (up to 26 weeks) to manage the affairs of your family member who is on active duty (or soon will be), or care for your family member who was injured while on active duty.

Who qualifies for paid leave?

Most employees qualify. **Your immigration status does not matter.** You must meet these requirements:

- You pay taxes and receive a W-2 tax form.
- You are an employee working in any Massachusetts business or state agency, or you were an employee of a Massachusetts business or state agency within the last 6 months.

You can get a leave that fits your schedule.

Choose one or mix and match these 3 options:

Continuous leave: You are away from work for consecutive days or weeks

Reduced Schedule leave: You work a reduced (but consistent) schedule for 2 or more weeks in a row

Intermittent leave: Your situation is not predictable or regular. You need time off to fit your schedule.

How to Apply

1. Tell your employer you need to take leave
2. For Medical or Family Leave, doctor fills out a form
Medical Certification: mass.gov/PFMLForm1
Family Certification: mass.gov/PFMLForm2
3. Apply by phone or online: Call **833-344-7365** or visit paidleave.mass.gov

You must provide:

- Government ID with photo (state, federal, or foreign)
- Dates your leave will start and end (matching any medical or family certification)
- Your Social Security Number (SSN) or Individual Taxpayer Identification Number (ITIN)
- Your employer's EIN (listed in Box B on your W-2)

(Some employers have private plans. They do not use the state plan. Ask your employer how to apply.)

Questions? Contact **Department of Family & Medical Leave**
Call **833.344.7365** (8 a.m.– 5 p.m., in 200+ languages), or visit mass.gov/PFML

