



RESULTS – EANE Survey on PFML Contribution Sharing May 6, 2019

EANE conducted a survey of our MA members from April 26th through May 1st, 2019. 176 organizations participated in the survey.

Demographic breakdown of survey participation:

Headcount:

# of Employees	% of Responses
Under 25	15%
26 – 50	19%
51 – 100	24%
101 – 250	24%
251 – 500	10%
500 +	8%

Region in MA:

Region	% of Responses
Western MA	83%
Central MA	14%
Eastern MA	5%

Industry:

Industry	% of Responses
Academic - Education	9%
Construction	11
Credit Union Bank - Financial	9%
Distribution	3%
Health Care	10%
Human Service	12%
Insurance	3%

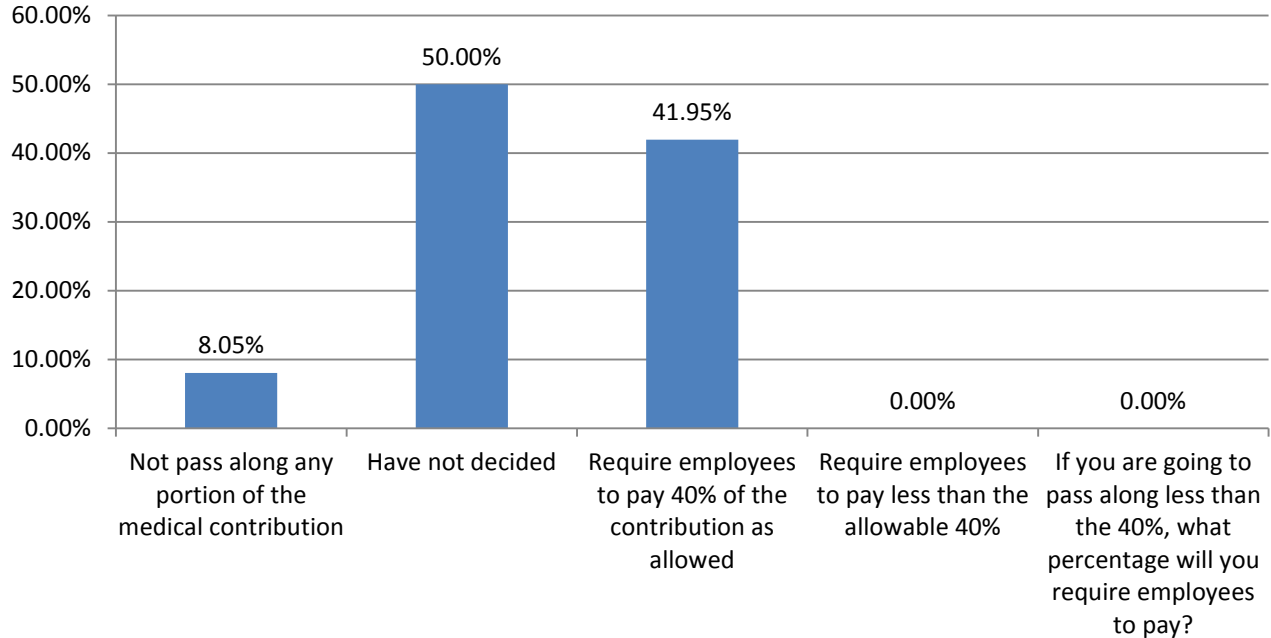
Industry	% of Responses
Manufacturing	23%
Municipal - Utility	1%
Professional Services	4%
Technology	3%3%
Transportation	3%
Other	11%

For Profit – Not for Profit

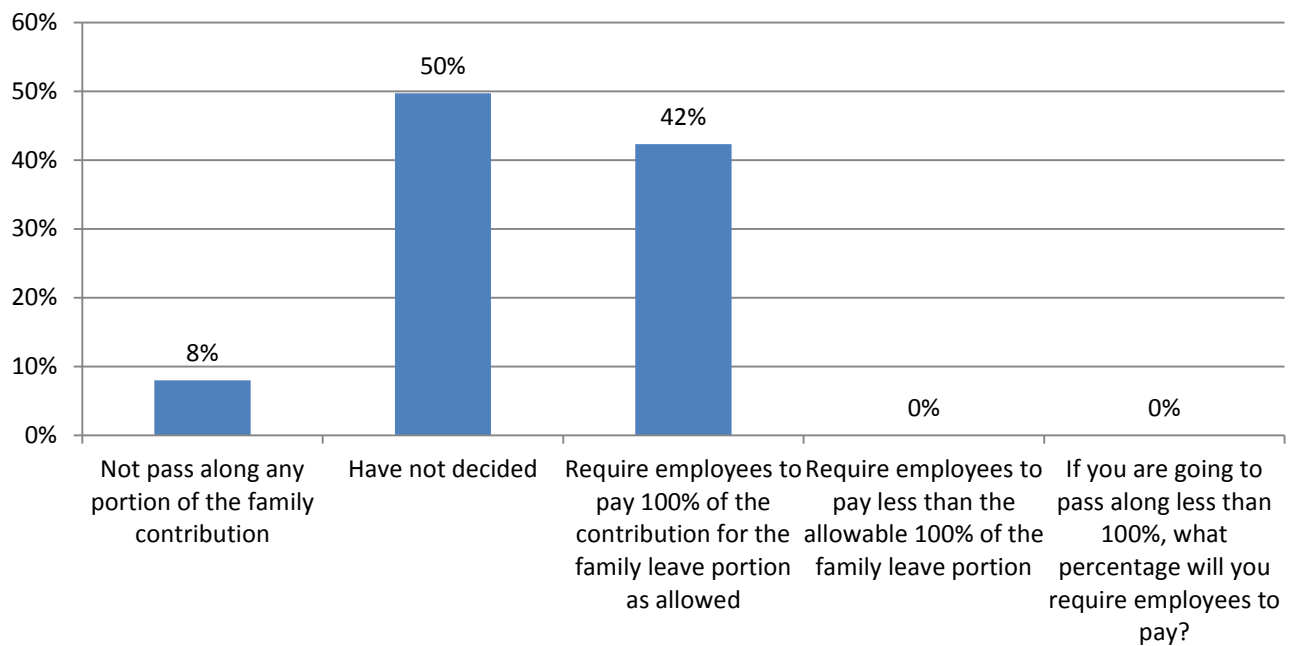
	% of Responses
For Profit	63%
Not-for-Profit	37%



Question 1: Under the MA PFML employers can pass along a portion of the required medical contribution to employees. Are you going to:



Question 2: Under the MA PFML employers can require employees to pay all or a portion of the contribution for the family leave portion of PFML. Are you going to:



877-662.6444 | www.EANE.org

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 Agawam, MA 01001
413.789.6400 F 413.789.6470

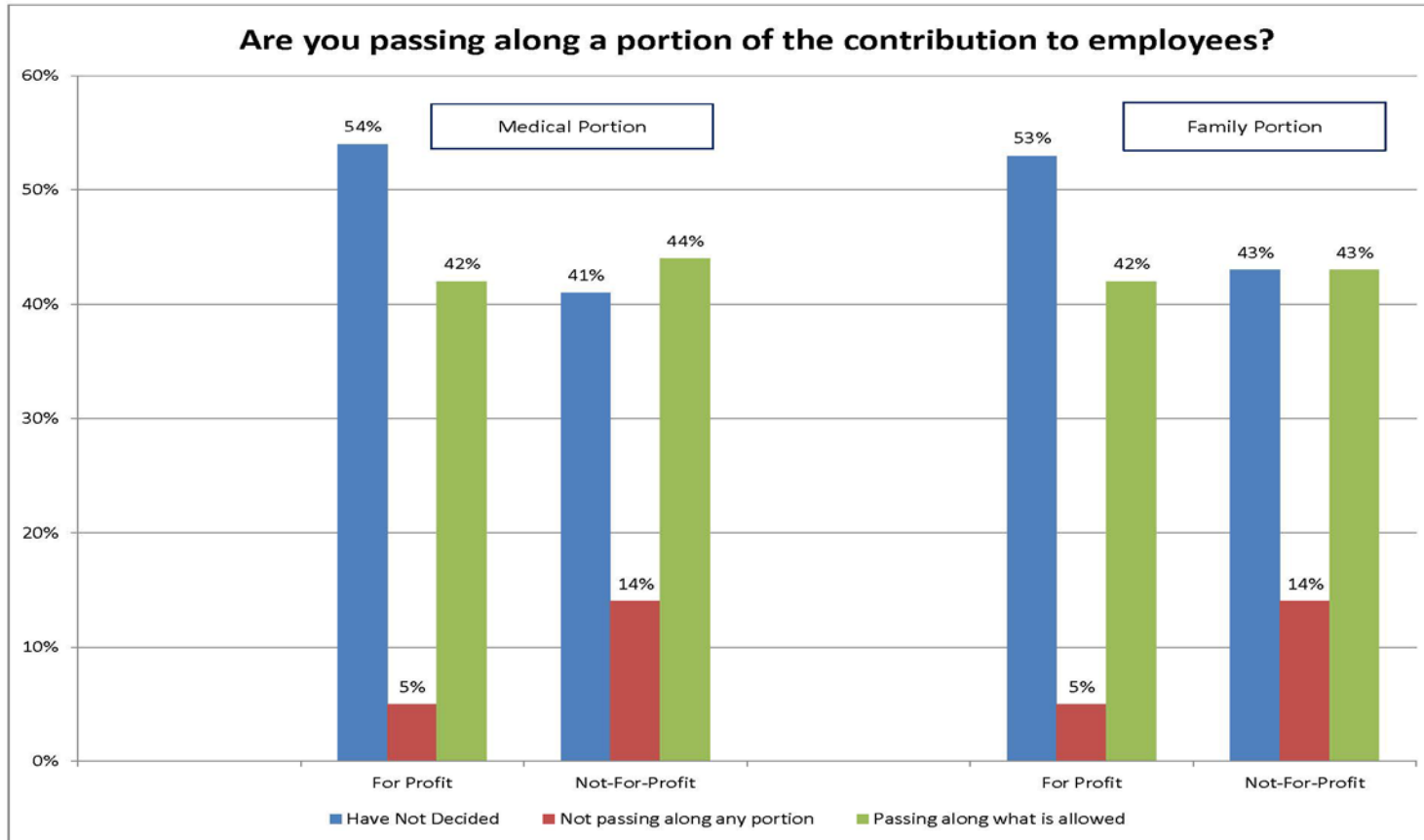
300 Church Street
 Wallingford, CT 06492
877.662.6444

15 Midstate Drive
 Auburn, MA 01501
508.767.3415

6 Blackstone Valley Place
 Lincoln, RI 02865
401.732.6788



Comparison Responses to Question 1 and 2 by For Profit and Not-for-Profit:



EANE PFML Survey

May 2, 2019

877-662.6444

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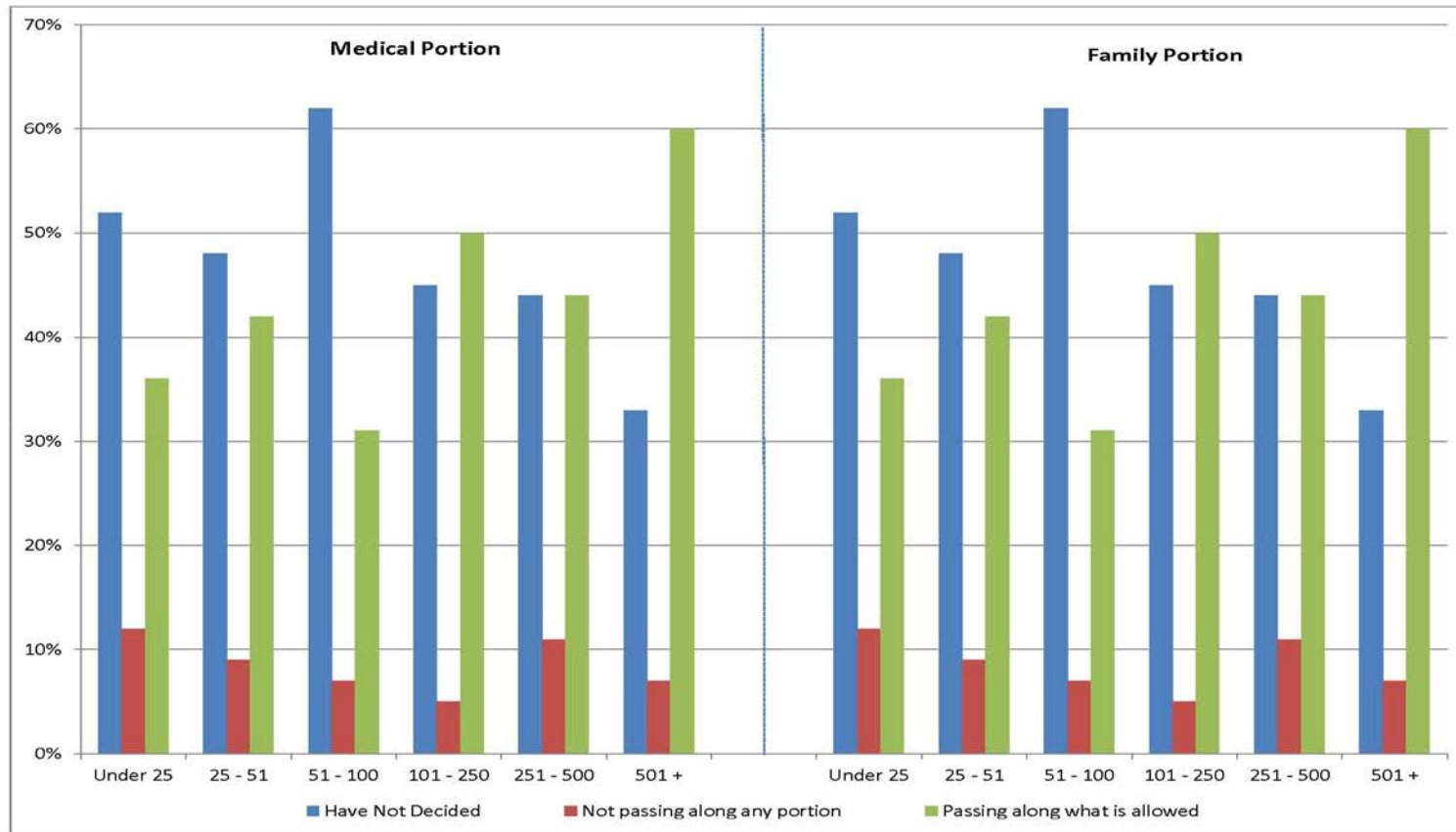
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Comparison Responses to Question 1 and 2 by Employee Size:



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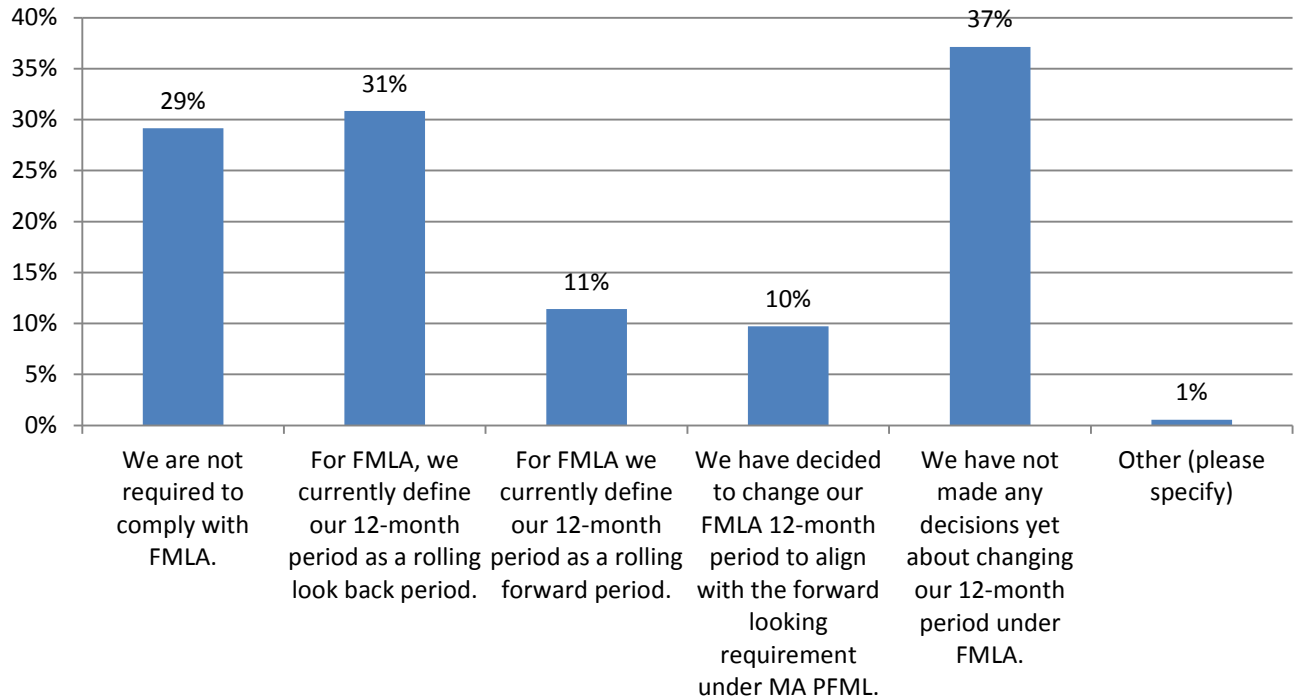
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Question 3: Employers who have 50 or more employees will need to coordinate leave requests with both FMLA and MA PFML. This may affect how you define the 12 month period. Please provide the following information: (check all that apply):



For questions please call EANE’s Hotline/HR Information line toll free at 877-662-6444. We will be compiling more data as MA members ramp up for the full launch of PFML in 2021. If there is a topic you’d like us to survey on, please let us know.