



What is PFML and am I eligible?

What is Paid Family and Medical Leave (PFML)?

PFML is a Commonwealth program designed to give Massachusetts workers the resources to manage their own health and the health of their family.

When can I apply for and take PFML benefits?

Starting January 2021 you can apply for and collect benefits.

Who is eligible for PFML?

You are eligible if you need to take time off to care for yourself or a family member, and work in Massachusetts with an employer who is contributing to the program on your behalf. All Massachusetts employers must either participate in the state PFML plan or a private equivalent.

For how long can I collect benefits?

You can receive benefits for up to 26 weeks in a benefit year.

How is PFML funded?

PFML benefits are funded by a payroll or earnings contribution on every dollar of wages or payment for services earned by a worker who is covered by the program.

Am I eligible for PFML?

PFML is available to all W-2 workers who work in Massachusetts, whether full-time, part-time or seasonal. PFML law covers the following individuals:

- ✓ W-2 employees working for a Massachusetts business or state agency.
- ✓ Former employees who have been unemployed for 26 weeks or less.
- ✓ Contractors who receive a 1099-MISC tax form from a business that issues 1099-MISC tax forms to more than 50% of its workforce.
- ✓ Workers who have earned at least \$5,100 during the last 4 completed calendar quarters, and at least 30 times more than how much they are eligible to get each week in benefits. Use our **calculator** to see if you meet PFML's earnings requirement.
- ✓ Workers whose employer doesn't have a private paid leave plan approved by the Department.

Find more information about PFML eligibility [here](#).

Continue for more information >

Why should I apply for PFML?

01

To manage your own serious health condition, or to care for a family member with a serious health condition.

02

To bond with a child during the first 12 months after the child's birth, adoption, or foster care placement.

03

To manage family affairs when a family member is on or has been called to active duty in the armed forces, including the National Guard or Reserves.

What is considered a serious health condition?

Serious health conditions must be certified by a health care provider on a Certification of a Serious Health Condition form.

Chronic conditions

that stop you from working some of the time, go on for some time, and require going to the doctor more than twice a year. Examples may include asthma; diabetes.

Complications arising from pregnancy

Permanent long-term conditions

that may not be curable and will need ongoing attention but will not necessarily require active treatment. Examples may include Alzheimer's disease; stroke; terminal cancer; hospice.

Conditions that require multiple treatments

Examples may include kidney dialysis; chemotherapy; physical therapy after an accident.

Find more information on serious health conditions [here](#).



Important dates

January 01, 2021

Apply for Paid Medical Leave to **manage your own serious health condition**.

Apply for Paid Family Leave to **bond with a child**, to **manage family affairs while a family member is on active duty**, or to care for a family member **who is a covered Service Member**.

July 01, 2021

Apply for Paid Family Leave to **care for a family member with a serious health condition**.

Questions about PFML and your eligibility?

Ask your employer or visit mass.gov/pfml to learn more.

