



TO: UMMS Employees

FROM: David LaChappelle, Director, Employee and Labor Relations

DATE: December 15, 2020

SUBJECT: Update on the Massachusetts Paid Family & Medical Leave (PFML) Law

Beginning January 1, 2021, employees may be eligible for paid family and medical leave benefits under the Massachusetts Paid Family and Medical Leave (PFML) Law. PFML is a state-offered benefit administered by the Massachusetts Department of Paid Family and Medical Leave.

On **January 1, 2021**, employees may be eligible for:

- Up to 20 weeks of paid medical leave per benefit year for their own serious health condition.
- Up to 12 weeks of paid family leave per benefit year for bonding with a child or newborn, or after adoption/foster care placement.
- Up to 12 weeks of paid family leave per benefit year for an exigency arising out of the fact that a family member is on active duty or has been notified of an impending call to active duty in the Armed Forces.
- Up to 26 weeks of paid family leave per benefit year to care for a family member who is a covered service member with a serious health condition.

On **July 1, 2021**, employees may be eligible for:

- Up to 12 weeks of paid family leave per benefit year to care for a family member with a serious health condition.

Employees may be eligible for up to a total of 26 weeks, in the aggregate, of paid family and medical leave in a single benefit year.

More Information on the PFML (click links below)

- [Mass.gov Notice of Benefits Available Under Massachusetts Paid Family and Medical Leave \(PFML\)](#)
- [UMMS PFML Resource Site](#)

Eligibility and Benefit Questions

- You may call the Massachusetts Department of Paid Family and Medical Leave directly at (833) 344-7365 or visit their website at <https://www.mass.gov/orgs/department-of-family-and-medical-leave> for more information regarding your eligibility and benefits.

Application Steps for PFML

- Contact Human Resources at FMLA.UMMS@umassmed.edu or 508-856-5260, Option 5, to begin the process.
- Employees must provide UMMS with 30 days' notice of the anticipated start date of family or medical leave, or as soon as practicable, if the delay is beyond the employee's control.

UMass Medical School
Department of Human Resources
HR Phone: 508-856-5260
HR Website: umassmed.edu/hr
HR Communications Email: hr.communications@umassmed.edu