

Massachusetts Paid Family and Medical Leave FAQs

Who is covered by the Massachusetts Paid Family Medical Leave (PFML) law?

The PFML law creates a paid family and medical leave benefit that will be available to employees on January 1st, 2021. The law stipulates if you are an employee who works for an employer or a state or federal governmental agency in Massachusetts, you are automatically covered. Additionally, there is an earnings eligibility requirement for any individual who wants to take paid leave under the law. You must have approximately 15 weeks or more of earnings and have earned at least \$4,700 in the 12-month period before you apply for leave.

Under what circumstances am I eligible for MA PFML benefits?

- To deal with your own serious medical condition
- To care for a family member who has a serious health condition
- To bond with your child during the first 12 months after the child's birth or the first 12 months after the placement of the child with you for adoption or foster care
- To deal with any qualifying exigency arising out of the fact that a family member is on active duty or has been notified of an impending call or order to active duty in the Armed Forces
- To care for a family member who is a covered service member with a serious injury or illness incurred or aggravated in the line of duty

When must I begin paying the Massachusetts PFML contributions?

Contributions to PFML began Oct. 1, 2019. This deduction appeared in your paycheck effective 10/4/2019.

How can I find the taxes listed on my paycheck?

The family leave tax will be labeled: **TX EFLI**

The medical leave tax will be labeled: **TX EEMLI**

Can I opt out of MA PFML?

No, it is a state mandate for those that work in Massachusetts.

When can I begin taking protected Paid Family and Medical Leave?

Beginning on Jan. 1, 2021, you can start claiming benefits for:

- Bonding with a child or newborn
- Military Service member-related events
- Dealing with your own serious health condition

Beginning on July 1, 2021, you can start claiming benefits for:

- Caring for a family member with a serious health condition

Will my Boston Scientific short-term disability or paid family leave benefits remain at the current level?

When you submit a claim for short-term disability or paid family leave your Boston Scientific coverage will be offset by the amount the state will provide under MA PFML. You will still receive the full Boston Scientific benefit plan coverage as per the short-term disability and paid family leave policies, but up to \$850/week will be paid by MA and the rest by Boston Scientific.

Can I extend my disability time off by applying for the MA medical leave?

The MA medical leave provides up to 20 weeks of paid leave for an employee's own serious health condition in a benefit year. The Boston Scientific short-term disability plan provides up to 26 weeks of disability benefits. If you qualify for the 20 weeks of medical leave under the MA medical leave, that period of benefits from the state will run

concurrent with the Boston Scientific short-term disability leave benefits. The pay that you receive from Boston Scientific for short-term disability will be offset by the pay you receive from the state of MA. Please note, MA PFML provides for 26 total weeks, in the aggregate, of paid family and medical leave in a single benefit year.

Can I extend my time off from work for the birth, adoption or foster care placement by applying for the MA paid family leave?

The MA paid family leave provides up to 12 weeks of paid leave in a benefit year for the birth of a baby, adoption or foster care placement. Boston Scientific provides 6 weeks of short-term disability pay for birth of a baby and 8 weeks of paid bonding leave for the birth parent, non-birth parent and adoption placement. If you qualify for the 12 weeks of paid family leave under MA PFML, that period of leave from the state will run concurrent with the Boston Scientific paid family leave benefits and the pay you receive from Boston Scientific will be offset by the pay you receive from the state. Please note, MA PFML provides for 26 total weeks, in the aggregate, of paid family and medical leave in a single benefit year.

For the first 8 weeks of Bonding Leave, you will receive both BSC leave pay and MA PFML pay that will make up 100% of your pay. If you choose to remain out for another 4 weeks to take advantage of the 12 weeks of MA PFML, you will only receive MA PFML pay for the remaining 4 weeks of MA PFML without the BSC contribution. While the BSC Bonding Leave must be taken all at once; you may take the 4 weeks of MA PFML in one-week increments within 12 months of the child's birth.

How does the caregiver leave to care for a seriously ill family member or service member work with my Boston Scientific LOA program? *(Effective July 1st, 2021)*

You should file this leave directly with the state. If the state approves your 12 weeks to care for a seriously ill family member or service member, the state will pay this leave. You should contact Sedgwick at 855-811-5701 to file an FMLA leave. FMLA provides 12 weeks of unpaid job protection which runs concurrent with the MA PFML. Additionally, there is an earnings eligibility requirement for any individual who wants to take paid leave under the law. You must have approximately 15 weeks or more of earnings and have earned at least \$4,700 in the 12-month period before you apply for leave. Please note that the 12 weeks of MA paid family leave is inclusive of any time used to care for a seriously ill family member, service member, and for bonding due to the birth, adoption or foster care placement of a child. Please note, MA PFML provides for 26 total weeks, in the aggregate, of paid family and medical leave in a single benefit year. If you have additional questions about qualifications for this leave please contact Department of Family and Medical Leave at (833) 344-7365 or email MassPFML@Mass.gov.

What percentage am I responsible for contributing to MA PFML?

40% of the total medical leave contribution required for an individual
100% of the total family leave contribution required for an individual

How does the PFML calculation work?

Please [click here](#) to read the state's example.

Why isn't Boston Scientific paying the full cost for the paid medical and paid family leave tax?

Boston Scientific currently offers you short-term disability coverage and paid family leave benefits at no cost to you. As with other states such as California and New York, employees share in the cost of the taxes for the state plans. The cost sharing approach Boston Scientific is taking with MAFML aligns with the approach of other employers with workers in Massachusetts.

Where can I find more information about the Massachusetts Paid Medical Leave and Paid Family Leave law?

You can find additional information on the Massachusetts state website at <https://www.mass.gov/paid-family-and-medical-leave-benefits>

Where can I find my Employer Tax ID Number?

The Employer Tax ID number is located on your W2 which can be found in BSC's SuccessFactors portal, or you can contact the HR Service Center to request the Employer Tax ID number at 800-570-4455 or HRConnectUSBenefits@bsci.com. You will need to provide your Employer Tax ID Number to file a claim with the state.

Who do I contact if I have questions?

If you have questions related to MA PFML, please contact the State's Family and Medical Leave department at 833-344-7365 Monday-Friday 8:00am – 5:00pm (Eastern Time) or email MassPFML@Mass.gov.

If you have a question related to the Boston Scientific Benefits, please contact the HR Service Center at 1-800-570-4455 or send them an email at hrconnectusbenefits@BostonScientifici.com.