



Mass.gov

PRESS RELEASE

# Massachusetts Department of Family and Medical Leave is now accepting private plan exemption requests for Paid Family and Medical Leave

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FOR IMMEDIATE RELEASE:

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Executive Office of Labor and Workforce Development

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**BOSTON** — Today, the Massachusetts Department of Family and Medical Leave announced that businesses in the Commonwealth currently providing paid family and medical leave benefits may now apply for a private plan exemption to a new state law requiring coverage by certain businesses. In order to qualify for the exemption, businesses must meet or exceed benefits provided by the Commonwealth’s new Paid Family and Medical Leave program.

An exemption request from first quarter collections must be submitted to the Massachusetts Department of Revenue’s web-based application [MassTaxConnect](https://mtc.dor.state.ma.us/mtc/_/) ([https://mtc.dor.state.ma.us/mtc/\\_/](https://mtc.dor.state.ma.us/mtc/_/)). **The submission application will be available as of April 29, 2019.**

## **Background**

- The Paid Family and Medical Leave program is a component of the “Grand Bargain” bill that was signed into law by Governor Charlie Baker in June 2018.
- Payroll deductions for the new program will begin on July 1, 2019 and benefits will be available to employees as of January 2021.
- Unless exempted, businesses with at least one Massachusetts employee will remit contributions to the Family and Employment Security Trust Fund on behalf of their employees and, in some cases, the independent contractors with whom they contract for services.

## **Qualifying Reasons for Coverage under the State’s New Paid Family and Medical Leave program**

- Tending to a personal serious health condition.
- Caring for a family member with a serious health condition.
- Bonding with an employee’s newborn, adopted or fostered child during the first 12 months of birth or placement.
- Caring for a family member who is a covered service member with a serious injury or illness incurred or aggravated in the line of duty.

- Providing family care while a family member is on active duty or ordered to active duty in the Armed Forces.

You can learn more about the Commonwealth's new Paid Family and Medical Leave program on the [Department of Family Medical Leave's website](/orgs/department-of-family-and-medical-leave) (</orgs/department-of-family-and-medical-leave>).

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## Executive Office of Labor and Workforce Development

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EOLWD manages the Commonwealth's workforce development and labor departments to ensure that workers, employers, and the unemployed have the tools and training needed to succeed in the Massachusetts economy.

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