



September 23, 2019

Dear MassHealth PCA consumer,

Massachusetts passed the Paid Family and Medical Leave (PFMLA) law. The PFML law creates a paid family and medical leave benefit that will be available to your Personal Care Attendant (PCA).

This notice provides information to you, as an employer of one or more Personal Care Attendants (PCAs) in the MassHealth PCA Program, about the new paid family and medical leave benefit that will be offered to your PCA(s). This benefit is required under Massachusetts State Law. A notice detailing this benefit was sent to your PCA(s).

### **Beginning October 1, 2019:**

Fiscal intermediaries for the PCA Program will deduct contributions from your PCA's wages to fund Paid Family and Medical Leave (PFML) benefits. The benefits will be available starting in 2021.

### **Beginning January 1, 2021:**

- PCAs may be entitled to up to 12 weeks of paid family leave in a benefit year for the birth, adoption, or foster care placement of a child;
- PCAs may be entitled to up to 12 weeks of paid family leave in a benefit year because a family member is on active duty or has been notified of an upcoming call to active duty in the Armed Forces;
- PCAs may be entitled to up to 20 weeks of paid medical leave in a benefit year if they have a serious health condition that prevents them from working;
- PCAs may be entitled to up to 26 weeks of paid family leave in a benefit year to care for a family member who is a covered service member undergoing medical treatment or addressing a serious health condition related to military service.

### **Beginning July 1, 2021:**

- PCAs may be entitled to up to 12 weeks of paid family leave in a benefit year to care for a family member with a serious health condition.

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

### **Employer/Employee Contributions**

Currently, the total contribution amount is 0.75% of wages. Employees and employers will share in the contribution to this benefit. Employees will contribute 50.4% of the benefit through deductions (0.38% of wages). MassHealth will contribute the remaining 49.6% (0.37%) on behalf of you, the employer.

### **Question?**

If you have questions or concerns about Paid Family Medical Leave, please contact:

[MassPFML@Mass.gov](mailto:MassPFML@Mass.gov) or [www.mass.gov/DFML](http://www.mass.gov/DFML)