



Most Massachusetts employees will be eligible to take paid medical leave (20 weeks) and family leave (12 weeks) as well as military caregiver leave (26 weeks) beginning in 2021. There are a few deadlines the Massachusetts employers should know about now:

Massachusetts employees must begin contributing (through payroll deductions) to both the medical leave and family leave programs beginning on July 1, 2019. Employers with more than 25 workers must make contributions towards the medical leave component of the program as well (and can voluntarily make contributions to the family leave component). Employers also have wage reporting responsibilities under the law.

Additionally, any employer whose workforce is comprised of more than 50% independent contractors will have to make deductions from payments for services made to those workers for the medical and family leave components and, depending on the size of the employer, may have to contribute to the medical leave component of the program.

**Beginning on July 1 2019:** Employers will deduct payroll contributions from a covered individual's wages or other earning to fund PFML benefits.

A covered individual's average weekly earnings will determine his or her benefit amount, for a maximum weekly benefit of up to \$850.

**Sage 300 CRE users:** See the [Knowledgebase article](#)

**Sage 100 Contractor users:** The calculation will be included in an upcoming release.

If you have questions, please contact Judy Rich at [judy.rich@u-s-i.com](mailto:judy.rich@u-s-i.com) or at 888.874.4874, ext 1357.