

One Minute Memo[®]



BREAKING NEWS!!! Massachusetts Governor And Legislative Leaders Agree To 3-Month Delay Of July 1st Paid Family And Medical Leave Contributions

By Daniel B. Klein, Ariel D. Cudkowicz, Molly Clayton Mooney, and Christina Duszlak

Seyfarth Synopsis: Yesterday, the Massachusetts Governor, Senate President and House Speaker issued a joint statement confirming that they have agreed to adopt a 3-month delay to the start of required contributions under the Massachusetts Paid Family and Medical Leave (PFML) Law and to make technical changes to the statute to help improve program design.

The Legislature will need to advance a bill to effectuate these amendments to the statute. At this point, we know that the bill will provide for a 3-month delay to the July 1st start date of required contributions to the PFML program. The bill will also adopt technical changes to clarify program design.

We do not yet know whether the Department of Family and Medical Leave (DFML) will delay the June 30th deadline for the mandatory notices to be distributed to employees and covered contract workers. Stay tuned on that issue.

It appears that the contribution rate will increase from 0.63% to 0.75% to make up for the 3 months of lost contributions, while the January 1, 2021 and July 1, 2021 effective dates for the commencement of leave benefits will remain the same.

The other proposed technical amendments would provide clarity on issues such as intermittent leave and the definition of "serious health condition." The clarifying amendments will also align core principles of the Massachusetts PFML Law with the federal Family and Medical Leave Act (FMLA).

The Associated Industries of Massachusetts (AIM), the Greater Boston Chamber of Commerce and numerous supporters played an integral role in leading the push for this delay. We will keep you posted on any developments.

For our prior reports on the PFML Law and the proposed regulations, you may refer [here](#), [here](#), [here](#), [here](#), [here](#), [here](#), [here](#), and [here](#).

If you would like further information, please contact [Daniel B. Klein](mailto:dklein@seyfarth.com) at dklein@seyfarth.com, [Ariel D. Cudkowicz](mailto:acudkowicz@seyfarth.com) at acudkowicz@seyfarth.com, [Molly Clayton Mooney](mailto:mmooney@seyfarth.com) at mmooney@seyfarth.com, or [Christina Duszlak](mailto:cduszlak@seyfarth.com) at cduszlak@seyfarth.com.

www.seyfarth.com

Attorney Advertising. This One Minute Memo is a periodical publication of Seyfarth Shaw LLP and should not be construed as legal advice or a legal opinion on any specific facts or circumstances. The contents are intended for general information purposes only, and you are urged to consult a lawyer concerning your own situation and any specific legal questions you may have. Any tax information or written tax advice contained herein (including any attachments) is not intended to be and cannot be used by any taxpayer for the purpose of avoiding tax penalties that may be imposed on the taxpayer. (The foregoing legend has been affixed pursuant to U.S. Treasury Regulations governing tax practice.)

Seyfarth Shaw LLP One Minute Memo[®] | June 12, 2019

©2019 Seyfarth Shaw LLP. All rights reserved. "Seyfarth Shaw" refers to Seyfarth Shaw LLP (an Illinois limited liability partnership). Prior results do not guarantee a similar outcome.