



MA PFML Benefit Summary

Effective Jan 1, 2021

(Employer Name)

(Employer Street Address)

(Employer City, State, Zip)

(MA PFML Policy Number)

Explanation of Benefits

- **Beginning January 1, 2021**, you may be entitled to up to
 - o 12 weeks of paid family leave in a benefit year for the birth, adoption, or foster care placement of a child, or because of a qualifying exigency arising out of the fact that a family member is on active duty or has been notified of an impending call to active duty in the Armed Forces;
 - o 20 weeks of paid medical leave in a benefit year if they have a serious health condition that incapacitates them from work
 - o 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 otherwise addressing consequences of a serious health condition relating to the family member's military service.
- **Beginning July 1, 2021**, you may be entitled to up to
 - o 12 weeks of paid family leave in a benefit year to care for a family member with a serious health condition.
 - o 26 total weeks, in the aggregate, of paid family and medical leave in a single benefit year.
- **Your weekly benefit amount** will be based on the employee's earnings, with a maximum benefit of \$850 per week in 2021.

Job Protection, Continuation of Health Insurance, No Retaliation

- **Job Protection:** Generally, if you take family or medical leave under the law you must be restored to your previous position or to an equivalent position, with the same status, pay, employment benefits, length-of-service credit and seniority as of the date of leave.
- **Continuation of Health Insurance:** Your employer must continue to provide for and contribute to your employment-related health insurance benefits, if any, at the level and under the conditions coverage would have been provided if you had continued working continuously for the duration of such leave.
- **No Retaliation:** It is unlawful for any employer to discriminate or retaliate against you for exercising any right to which you are entitled under the paid family and medical leave law. An employee or former employee who is discriminated or retaliated against for exercising rights under the law may, not more than three years after the violation occurs, institute a civil action in the superior court.

How to File a Claim

Employees must file claims for paid family and medical leave benefits with The Standard. Forms and claim instructions will be available on The Standard's website, Standard.com, before January 2021.

Employees are required to provide at least 30 days' notice to their employer of the anticipated starting date of any leave, the anticipated length of the leave and the expected date of return. An employee who is unable to provide 30 days' notice due to circumstances beyond his or her control is required to provide notice as soon as practicable.

Note: Employees may begin filing claims with The Standard on January 2, 2021. It is important that claims are not filed directly with the Standard prior to this date.

Payment for Concurrent Leave

Any paid leave provided under a collective bargaining agreement or employer policy and paid at the same or higher rate than paid leave available under this law shall count against the allotment of leave benefits available under this law.

2021 Contributions

On January 1, 2021, automatic payroll deductions will begin. Under the law, employers are permitted to deduct from employees' .378% of wages for the medical and family leave contributions. The employee contribution rate may be adjusted annually.

Your employer will be responsible for sending contributions to the Standard for all employees.

Employers are required to pay the remaining portion of premiums due to their private insurance carrier. The employer rates are established by the Standard.

Private Plan Exemption

Your Employer is offering paid leave with benefits that are at least as generous as those provided under the law, through a private plan which has been approved by the Massachusetts Department of Family and Medical Leave.

Employees enjoy rights to job-protected leave and from discrimination and retaliation under the law even if their employer is approved to provide leave benefits through a private plan.

More Information is Available

For more detailed information regarding state and private plan requirements, please consult the Department's website: www.mass.gov/DFML.

Department of Family and Medical Leave (DFML) Contact Information:

The Massachusetts Department of Family and Medical Leave

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www.mass.gov/DFML

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