

<div>Larkin</div> <div>Massachusetts - State Leave and Pay Summary Table</div>										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
MA Parental Leave Act (MPLA)	Leave Laws - MPLA runs concurrently with federal FMLA. Pay Laws - MPLA runs concurrently with MA PFML (leave and pay law).	Leave	6 employees (MA)	3 consecutive months as a fulltime employee with current employer, or less (if employer's probationary period is shorter)	Yes	Yes	8 weeks per child Pregnancy disability/childbirth and parental leave.	N/A	N/A	N/A
MA Paid Family and Medical Leave (PFML)	Leave Laws - MA PFML runs concurrently with federal FMLA. MA PFML runs concurrently with MPLA. Pay Laws - N/A.	Leave and Pay	1 employee (MA)	Total earnings of 30 times the weekly PFML benefit amount, and earned at least the amount calculated annually by the MA Department of Unemployment Assistance. Employees may qualify for leave/benefits based on earnings from any MA employer(s) during the base period (the last 4 completed quarters).	Yes	Yes	12 weeks (combined) Family leave (parental, family care, military exigency) . 20 weeks Medical (including pregnancy disability) 26 weeks Military Caregiver 26 weeks total between all leave types.	Up to 80% of average weekly wage, up to \$1,149.90 per week (2024). For claims beginning 01/01/25; the maximum benefit amount is up to \$1,170.64 per week.	1 week waiting period (per claim)	Spouse, domestic partner, child (including step child, in loco parentis), domestic partner's child, parent (including step-parent or parent's domestic partner, in loco parentis), employee's spouse or domestic partner's parent, grandchild (step-grandchildren, domestic partner's grandchild in loco parentis), grandparents (step-grandparents, grandparent's domestic partner, in loco parentis), siblings and step siblings.

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