

Larkin	Massachusetts - Leave Highlights
What is the Update?	<p>Massachusetts Paid Family Medical Leave (PFML)</p> <p>Update (10/03/24, Effective 01/01/25): The MA Department of Family and Medical Leave announced a few updates regarding the contribution rate and weekly benefit amounts for 2025. The benefit contribution rate will remain the same at 0.88%, with employers responsible for 0.42%. If you have 25 or more MA employees, you are responsible for making employer contributions. If you have fewer than 25 covered MA employees, you do not need to make employer contributions. Additionally, the maximum weekly benefit amount has increased to \$1,170.64 effective 01/01/25 from \$1,149.90 (2024).</p> <p>Update (11/04/24, Effective 12/02/24): The DFML (Department of Family and Medical Leave) has released the MA PFML employee workplace poster for 2025, which must be displayed within your MA workplace. Additionally, there is a separate notice that must be provided to current employees and new hires, but this has not yet been updated for the new year. We will provide another update once the department releases the new notices. Please see the "Notice Requirements" section below for more information.</p> <p>Update (11/08/24, Effective 12/02/24): The DFML has now released the 2025 employee notice. Please ensure to update your current notices and provide copies to current employees and new hires by 12/02/24.</p>
Handbook/Policy Updates	N/A
Notice Requirements	<p>We recommend that you provide the 2025 notice to new hires (including contractors) within 30 days of employment. Signed acknowledgement of receipt or refusal from each new hire must be retained.</p> <p>There is also a separate poster, that must be displayed in your workplace (see "Workplace poster" at the same link below).</p> <p>2025 Workplace Notifications (English)</p>
Larkin Action	The Larkin Company will adjust offsets for any top-up (leave of absence pay) calculations or STD, accordingly, if we handle these services for you.
Further Company Considerations	<p>Please ensure as a company you are offsetting any salary continuation/company top-up pay aligned with the new maximum weekly benefit rate, effective 01/01/25.</p> <p>*Claims that begin after this date are eligible for the new benefit rate (so too are any leave extensions that occur in 2025).</p>
Resources	<p>Informing your workforce about Paid Family and Medical Leave</p> <p>2025 MA PFML Updates</p>

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