



## Massachusetts - Leave Highlights

<p><b>What is the Update?</b></p>	<p><b>Massachusetts Paid Family Medical Leave (PFML)</b></p> <p><b>Update (10/01/25, effective 01/01/26):</b> The MA Department of Family and Medical Leave (DFML) announced a few updates regarding the contribution rate and weekly benefit amounts for 2026. 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. Contributions are capped at the Social Security Wage Base, which will be \$184,500 in 2026. Additionally, the maximum weekly benefit amount will increase to \$1,230.39 effective January 1, 2026 (from \$1,170.64 in 2025).</p> <p><b>Update (11/04/25, effective 12/02/25):</b> The DFML has released the MA PFML employee workplace poster for 2026 which must be displayed within your MA workplace. Additionally, there is a separate notice that must be provided to current employees and new hires, no later than 12/02/25. Please see the "Notice Requirements" section below for more information.</p>
<p><b>Handbook/Policy Updates</b></p>	<p>N/A</p>
<p><b>Notice Requirements</b></p>	<p>We recommend that you provide the 2026 notice to new hires (including contractors) within 30 days of employment. Signed acknowledgement of receipt or refusal from each new hire must be retained. There is also a separate poster, that must be displayed in your workplace. Please see "Workplace poster" at the same link here: <a href="#">2026 Workplace Notifications (English)</a></p>
<p><b>Larkin Action</b></p>	<p>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.</p>
<p><b>Further Company Considerations</b></p>	<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 01/01/26. * Additionally, please be sure to adjust your contributions in line with the updates, effective 01/01/26.</p> <p><b>*Claims that begin after this date are eligible for the new benefit rate (so too are any leave extensions that occur in 2026).</b></p>
<p><b>Resources</b></p>	<p><a href="#">Informing your workforce about Paid Family and Medical Leave 2025 MA PFML Updates</a></p>

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