

December 19, 2022

Re: Massachusetts state paid family leave benefits law

Dear Smith College Employee:

You are covered for Massachusetts Paid Family and Medical Leave (MA PFML) benefits based on your employment in the Commonwealth of Massachusetts. Smith College (04-1843040) is providing these benefits through a private plan that has been approved by the Department of Family and Medical Leave (DFML).

You may take leave:

- To attend to our own serious medical condition, including pregnancy or recovery from childbirth (medical leave)
- To bond with a new child within 12 months of birth or placement of child via foster care or adoption (family leave)
- For a qualifying military exigency (family leave)
- To care for a family member who is covered service member undergoing medical treatment or dealing with a serious health condition (family leave)
- To care for a family member with a serious health condition (family leave)

Covered family members include spouse, domestic partner, child, parent, parent-in-law, grandparent, grandchild, and sibling. Child relationships include biological, adoptive, foster, stepchild, legal ward, and individuals who stood in loco parentis for an employee as a minor child or a child for whom the employee is standing in loco parentis. Parent relationships include the biological, adoptive, set- or foster-mother or father of the covered individual, and the parent of a spouse or domestic partner of the covered individual.

Under MA PFML, you may take up to 12 weeks of paid family leave, 20 weeks of paid medical leave, or up to 26 weeks of leave to care for a family member who is a service member. The combined maximum MA PFML leave you may take in a benefit year is 26 weeks.

The amount of benefit you may be eligible to receive varies based on the following criteria:

- If you earn less than or equal to 50% of the state average weekly wage (SAWW)(\$1,765.34 per week for the 2023 calendar year), your benefit will be 80% of your average weekly wage (AWW).
- If you earn more than 50% of the SAWW, your benefit will be the underlying 80% benefit described above, plus an additional 50% of your average weekly wage that exceeds 50% of the SAWW.

The maximum weekly benefit is \$1,229.82 for the 2023 calendar year and is subject to change in future years.

Smith College has elected to cover all premium cost of the plan; employees are not required to contribute.

For eligibility requirements and more detailed information, please refer to Smith College's paid family and medical leave policy. If you have additional questions about the MA PFML program, visit them at <https://www.mass.gov/paid-family-and-medical-leave-for-workers> or contact the DFML directly:

The Massachusetts Department of Family and Medical Leave
Charles F. Hurley Building
19 Staniford Street, 1st Floor
Boston, MA 02114
617-626-6565

Sincerely,
Smith College Benefits Team