

Office of Human Resources
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## **Massachusetts Paid Family and Medical Leave (PFML)**

**Effective Rates: 2023** 

For employers with 25 or more employees

Family Leave	Medical Leave	Total Contribution
Contribution	Contribution	Amount
.11%	.52%	.63%

Employers are responsible for sending contributions to the DFML for all employees. In 2023, the total contribution amount is 00.63% of wages.

Under the law, employers are responsible for a minimum of 60% of the medical leave contribution (.312% of wages) but are permitted to deduct from employees' wages up to 40% of the medical leave contribution (.208% of wages) and up to 100% of the family leave contribution (.11% of wages).

ave	Total Required Contribution: .52%			
cal Leav	Smith College	will contribute	100%	of the medical leave contribution
Medical	(Employer Name)			
Ĕ		and the remaining	0%	will be deducted from your earnings

a	Total Required Contribution: .11%			
ily Leav	Smith College	will contribute	100%	of the family leave contribution
Family	(Employer Name)			
		and the	0%	will be deducted from your
		remaining	<b>C</b> 70	earnings