



May 2019 Newsletter

676 Elm Street, Suite 300, Concord, MA 01742

978-464-9003

We hope you are enjoying the Spring sunshine!

You may be hearing about the new Massachusetts Paid Family and Medical Leave (PFML) law soon to go into effect.

PFML requires most private employers to provide employees (including 1099 contract workers) with paid family and medical leave -including up to 12 weeks for eligible employees to care for a family member - and up to 20 weeks for the employee's own serious health condition. Leave will be available to employees beginning in January 2021. Benefits will be paid for using employee contributions through payroll withholding and contributions from larger employers (over 25 employees).

A new MA Department of Family and Medical Leave has been established to oversee this regulatory process. The DFML website is an important source of information for employees and employers: <https://www.mass.gov/orgs/department-of-family-and-medical-leave>

Implementation of the PFML will be an ongoing process, **but there are some immediate deadlines for employers to meet:**

By June 30, 2019

- (1) post a workplace notice;
- (2) give individual notice to current workforce and obtain signed acknowledgments;
- (3) give individual notice to new employees within 30 days of start date and obtain signed acknowledgments.

As of July 1, 2019

- (1) begin payroll deductions for covered employees;
- (2) contributions by larger employers begin effective July 1, 2019 - with 1st quarterly installment due October 31, 2019 to MassTaxConnect.

We will continue to keep you updated and please contact us to schedule a courtesy 15 min. consultation if you have any questions or concerns. Payroll companies will also be important sources of information for compliance as different phases of the law take effect.

For more information regarding Massachusetts Paid Family and Medical Leave (including links to the Workplace Poster and Individual Worker Notices provided by the DFML) please visit our website at:

www.lizreinhardt.com/blog/2019/5/22/massachusetts-paid-family-and-medical-leave

On Another Note: Thank you for your patience with our recent email issue. After review, our IT consultant determined no breach of client email, files or other data security occurred.

It is a pleasure to work with you!

Liz Reinhardt and Team

If you do not wish to continue to receive our newsletter, please reply to this message and type the word "unsubscribe" in the subject line.