

Massachusetts Paid Family and Medical Leave (MA PFML)



Sage Hospitality Resources, LLC
Policy #935853
For all eligible employees in Massachusetts

The Massachusetts Paid Family and Medical Leave (MA PFML) law provides partial income replacement for approved family leave and medical leave. If you are approved for MA PFML, you will be provided a weekly benefit if you are unable to work due to:

Family Leave

- Bonding (caring for your own newborn, adopted or foster care placed child within the first 52 weeks of such birth, adoption, or placement)
- Caring for a family member who was injured in the line of duty
- Military exigency when a family member is on or has been called to active duty in the armed forces
- Caring for a family member with a serious health condition

Medical Leave

- Your own serious health condition that prevents you from being able to work.

To be eligible for benefits you must meet eligibility requirements of the law. See your employer for details.

Massachusetts PFML features

After your claim is approved, you:

- Receive a weekly benefit that replaces a portion of your average weekly wage up to a maximum set by the Commonwealth of Massachusetts. The benefits are paid at 80% of your average weekly wages for wages, up to 50% of the State Average Weekly Wage (SAWW). Any portion of your average weekly wages that exceed 50% of the SAWW will be paid at 50%, subject to the calendar year maximum benefit.
- Begin receiving benefits after the seven-calendar day waiting period (waived for family leave taken immediately following medical leave taken for pregnancy disability or childbirth recovery).
- Receive a weekly benefit for up to a certain number of weeks per 52-week period:
 - 12 weeks for bonding, care of a family member, and military exigency
 - 20 weeks for employee's own serious health condition
 - 26 weeks for care of an injured service member
 - 26 weeks combined maximum in a 52-week period

For complete plan details

This flyer is intended to provide an overview of the statutory benefits available and is not a complete description of plan provisions. Receipt of this flyer does not certify eligibility for benefits under this plan. For more information, please contact your employer.

You must provide employers no fewer than 30 days' notice if you are able to foresee the need for the leave. If the need for the leave is not foreseeable, you must provide notice as soon as practicable.

Frequently asked questions

How do I know if I am eligible for MA PFML?

Most Massachusetts based employees are eligible for MA PFML benefits. There is no minimum hours worked requirement.

How much am I eligible for under MA PFML?

Benefits are calculated based on a formula. The maximum weekly benefit amount is **\$1,230.39**. You can find out the weekly benefit you are eligible to receive for MA PFML by accessing the benefits calculator on <https://calculator.eol.mass.gov/pfml/yourbenefits/>. *The payment amounts generated by this calculator are estimates only. See the next question about how to file a claim with Sun Life. **Please do not file a claim through the state website.***

How do I file a claim for MA PFML benefits?

Sun Life has an easy-to-follow online tool that walks you through the claim submission process. To get started, sign into your Sun Life account at <http://www.sunlife.com/account> and click on "Submit a claim".

Where can I learn more about MA PFML?

Visit www.mass.gov/pfml.

Sun Life's fully insured MA PFML policy is issued by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 20-PFML-GP-01-MA. Sun Life's self-insured or administrative services-only MA PFML service is administrated by Sun Life Assurance Company of Canada (Wellesley Hills, MA). This service is not insurance.

© 2025 Sun Life Assurance Company of Canada, Wellesley Hills, MA 02481. All rights reserved. The Sun Life name and logo are registered trademarks of Sun Life Assurance Company of Canada. Visit us at www.sunlife.com/us.

GAMSBH-EE-9567-n

#1231007123 10/25 (exp. 10/27)