

MASSACHUSETTS

REMINDER: Massachusetts Employers Be Sure to Distribute the Massachusetts Paid Family and Medical Leave Notice by May 31, 2019

It is getting closer to the effective date of the Massachusetts Paid Family and Medical Leave Law, which takes full effect in 2021. In preparation for these new benefits, employers are required to distribute to all current employees and independent contractors a notification relating to the new paid family and medical leave benefits no later than June 30, 2019.

This notice must contain the following elements:

- An explanation of the available benefits;
- Details regarding the employer and employee/contractor's respective contribution amounts and obligations;
- Employer's mailing address and name;
- Employer's identification number as issued by the Department of Family and Medical Leave;
- Instructions on how to file for a claim of benefits;
- The mailing and email addresses, as well as telephone number, of the Department of Family and Medical Leave.

The Department of Family and Medical Leave has made template notices for employers to distribute to their Massachusetts [employees](#) and [independent contractors](#), which are available [here](#).

As stated above, the notices must be provided to a Massachusetts employer's current workforce no later than June 30, 2019. For individuals hired (or contracted) after June 30, 2019, employers must provide the notice to those workers in either electronic or paper form within 30 days of the first day of employment.

Finally, to help employers and employees prepare for the new law, the Department of Family and Medical Leave has made new guidance materials available to both [employers](#) and [workers](#). In addition, the [workplace poster](#), which employers are required to post in a conspicuous spot on their premises, is also now available.