

**Labor and Employment Client Alert
June 12, 2019**

**MASSACHUSETTS PAID FAMILY AND MEDICAL LEAVE UPDATE:
GOVERNOR, SENATE PRESIDENT, AND SPEAKER COMMIT
TO 3-MONTH DELAY OF PFML CONTRIBUTIONS**

For a discussion of these and other legal issues, please visit our website at www.mhtl.com. To receive legal updates via e-mail, contact information@mhtl.com.

Yesterday, Tuesday, June 11, 2019, Governor Charlie Baker, Senate President Karen Spilka and House Speaker Robert DeLeo issued a joint press statement affirming their shared commitment to enact legislation making changes to the Massachusetts Paid Family and Medical Leave (MA PFML) program.

The brief press statement provided:

To ensure businesses have adequate time to implement the state's Paid Family and Medical Leave program, the House, Senate, and Administration have agreed to adopt a three month delay to the start of required contributions to the program. We will also adopt technical changes to clarify program design. We look forward to the successful implementation of this program this fall.

Legislation imposing the delay *has not been passed yet*. Governor Baker proposed increasing the employer contribution rate to fund the program from 0.63 percent to 0.75 percent in order to pay for the delay. Additionally, if the delay is passed, it is unknown what action the Department of Family and Medical Leave will take with respect to the June 30th deadline for employers to provide notice to employees and self-employed individuals regarding their benefits under the law and any contributions via payroll deduction. At this time, beyond delaying the contribution start date, details of the proposed legislation are not known. Stay tuned.

If you have any questions about this issue, please contact Nan O'Neill, Kier Wachterhauser, Sarah Spatafore, Kathryn Murphy or the attorney responsible for your account, or call (617) 479-5000

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