

# LEGAL UPDATE MASSACHUSETTS

## Massachusetts Announces PFML Rates for 2023

The Massachusetts Department of Paid Family and Medical Leave (PFML) has published the PFML contribution and maximum benefit rates for 2023.

### Contribution Rate

Beginning in January 2023, employers with **25 or more covered individuals** must send the department a contribution of **0.63% of covered employees' eligible wages**—down from 0.68% in 2022.

The contribution is apportioned between family leave and medical leave, with 0.52% going to medical leave and the remaining 0.11% going to family leave. Employers may withhold the following amounts from covered employees' wages:

- Up to 100% of the family leave contribution (0.11% of an employee's wages)
- Up to 40% of the medical leave contribution (0.208% of an employee's wages)

**Employers are responsible for contributing the remaining 60% of the medical leave contribution** (0.312% of wages). The state has [charts](#) available further explaining employer contribution obligations.

Employers with **fewer than 25 covered individuals** must send an effective contribution rate of 0.318% of eligible wages. This contribution rate is less because small employers are not required to pay the employer's share of the medical leave contribution.

### Benefit Rate

Beginning in January 2023, the maximum total amount a covered employee will be allowed to receive in PFML benefits is **\$1,129.82 per week**, up from \$1,084.31 in 2022. The rate is based on the state average weekly wage.

### Highlights

#### 2023 Contribution

The PFML contribution rate for calendar year 2023 will decrease to 0.63%.

#### 2023 Maximum Benefit

The PFML maximum weekly benefit will increase to \$1,129.82.

***The PFML contribution rate for 2023 will decrease, while the maximum benefit will increase.***

Provided to you by **Sullivan Benefits**

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