Paid Family and Medical Leave is Right Around the Corner!

December 10, 2020 | Corey F. Higgins | Articles

Beginning on January 1, 2021, covered individuals in the Commonwealth will be eligible to begin using Paid Family and Medical Leave ("PFML").

Under the law – which was enacted in 2018 as part of the so-called "Grand Bargain" between the Governor and the Legislature – covered individuals are entitled to take up to 26 weeks, in the aggregate, of paid family and medical leave during a benefit year.

Mirick O'Connell's Labor, Employment and Employee Benefits Group has been actively working to prepare our clients for PFML's arrival. Recently, Attorneys Jonathan Sigel and Corey Higgins recorded a 60-minute webinar detailing PFML's major provisions, including, eligibility requirements, leave entitlement, the process for requesting, and applying for, PFML, how PFML benefits interact with other paid benefits, including short-term disability and/or company-paid parental or caregiver leave, and job restoration requirements. If you have the time, we strongly encourage you to view the webinar in the coming weeks and let us know if you have any questions or comments! Click here and enter the passcode: **l528!x3c** to view the webinar at your convenience.

In addition to the webinar, our Group, led by Jonathan, Corey, and Amanda Baer, has developed policy language to assist employers in implementing many of the PFML's provisions as discussed in the webinar. Jonathan, Corey, Amanda, or any member of the Group, are available to assist you with drafting and implementing a PFML policy for your particular business.

Outside of Mirick O'Connell, the Department of Family and Medical Leave

Related People

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has been hard at work preparing for the January 1, 2021 effective date. In that respect, the Department has recently published a New PFML Poster and a Certification Form for a Serious Health Condition – something Jonathan touched on his in recent blog post.

As January 1, 2021 quickly approaches, please do not hesitate to reach out to us for assistance with any questions or issues regarding PFML.

From all of us here in the Labor, Employment and Employee Benefits Group, we wish you and your families a happy and healthy holiday season!

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