

2022 MA PFML Updates:

Updated Employee Communications and Exemption Renewals

As the Massachusetts Department of Family and Medical Leave has established updated benefit and contribution amounts for 2022, new employee communications have been released to notify employees of the changes.

Updated MA PFML Workplace Poster

Employers are required to display a MA PFML poster at their Massachusetts worksites. The MA PFML workplace poster has been updated to reflect the increased benefit for 2022 and decreased contribution amounts. The updated poster can be found [here](#).

Updated Employee Notices

Employers are required to provide employees with written notice of the MA PFML benefits. With the new rate contributions, employers are required to give notice to their existing employees within 30 days. Newly hired employees must be notified within 30 days of hire. The Department of Family and Medical Leave has provided updated employee notices for 2022 outlining the increased benefit and decreased contribution amounts. The updated employee notices can be found [here](#).

Annual Exemption Renewals

Most employers with a fully insured private plan exemption must renew their exemption before December 31, 2021. Note that organizations comprised of more than one Federal Employer Identification Number (that is, FEIN or EIN) must submit separate exemption requests/renewals for each EIN.

Exemptions are renewed by submitting a renewal application through the employer's account in MassTaxConnect. To renew the exemption, log on to your company's MassTaxConnect account, complete the renewal application and attach a completed "Confirmation of Insured Policy Form Number" form, which will be provided by the insurance carrier.

Employers that do not renew their exemption must notify the Department of Family and Medical Leave of the nonrenewal. In this event, the Department of Family and Medical Leave may pursue retroactive contributions.

More information on the exemption renewal process is available [here](#).

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