

MASSACHUSETTS

2024 Employee Notices Are Now Available for Massachusetts PFML

The Massachusetts Department of Family and Medical Leave has [published](#) required 2024 paid family and medical leave (PFML) workplace posters, employee notices and rate sheets. Failure to comply with the notice requirements of the PFML law can result in employer fines.

Workplace Poster

Employers must display a [poster](#) explaining PFML benefits in a location in the workplace where it can be easily read. The poster must be available in English and each language that is the primary language of at least five individuals in the workforce, if these translations are available from the department.

Employee Notices

In addition, employers must provide each new hire with a [written notice](#) about PFML **within 30 days from the employee's start date**. The employer must obtain each new hire's **written acknowledgment of receipt** of the notice, or have the employee sign a statement that they refused to sign the acknowledgment. The notice must be available in English and each language that is the primary language of five or more individuals in the employer's workforce, if these translations are available from the department.

The department publishes separate notices for employers with 25 or more covered individuals, fewer than 25 covered individuals, 25 or more self-employed individuals, and fewer than 25 self-employed individuals.

Rate Sheets

Contribution rates and benefit amounts are updated annually, and employers must provide current employees information on the new contribution rate 30 days before the Jan. 1 rate change. The [notice](#) may be provided electronically and does not require an updated signature. Different rate sheets are available for employers of different sizes.

Provided to you by **Employco USA, Inc.**

Highlights

2024 Workplace Poster

The workplace poster must be displayed in the workplace.

2024 Employee Notice

Different forms of the notice are available for different types of employers.

2024 Rate Sheet

Workers must be apprised of the new PFML contribution rate 30 days before it takes effect on Jan. 1, 2024.

Fines apply for violations of the notice requirements of the PFML law.