

MASSACHUSETTS

Massachusetts Issues 2026 PFML Poster, Notices and Rate Sheets

The Massachusetts Department of Family and Medical Leave has [issued](#) updated rate sheets, notices and a workplace poster for employer use in 2026. Failure to comply with the law's notice requirements can result in employer fines.

Rate Sheets (Dec. 2 Deadline)

Contribution rates and benefit amounts for PFML are updated annually, and the law requires employers to provide current employees with information on the new contribution rate 30 days before it changes on Jan. 1, 2026, which is **Dec. 2, 2025**.

The [notice](#) of the rate may be provided electronically and does not require an updated signature. Different rate sheets are available for employers with 25 or more covered employees and for smaller employers.

Employee Notices

By statute, employers must provide each new hire with a [written notice](#) about PFML **within 30 days of "the beginning date of the employee's employment."** The employer must obtain the employee's **written acknowledgment of receipt** 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.

Workplace Poster

Employers must also 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.

Provided to you by Employco USA, Inc.

Highlights

2026 Rate Sheets

Workers must be apprised of the 2026 PFML contribution rate by Dec. 2, 2025.

2026 Employee Notice

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

2026 Poster

The poster must be displayed in the workplace.

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