

A warm, golden-hour photograph of a woman wearing a straw hat, holding a baby close to her face. The scene is softly lit, suggesting a beach or outdoor setting at sunset or sunrise.

Paid Family & Medical Leave

Massachusetts Paid Family & Medical Leave
For groups of 25+
Stand-alone private plan

www.shelterpoint.com/ma-pfml

Effective January 1, 2021, virtually all private employers with at least 1 eligible employee working in Massachusetts have to provide this new, job-protected leave to their eligible employees. By default, this new benefit will be through the State plan, but employers have the option to go with a private plan instead.

Type of Benefits Provided under PFML

Paid Family & Medical Leave provides 2 types of benefits – the Family Leave portion provides benefits for caring for someone else, and the Medical Leave portion refers to an employee’s self-care.

Family Leave			Medical Leave
Care for someone else			Self-care
 <p>Bonding Leave</p> <p>For moms and dads to bond with their new baby after birth, or to bond with their adopted or foster child</p>	 <p>Caregiver Leave</p> <p>To care for a family member with a serious health condition <i>(spouse/domestic partner, child, parent, parent of spouse/ domestic partner; a person considered a parent (stood in loco to the employee when employee was a child), grandchild, grandparent, sibling of the employee)</i></p>	 <p>Military Exigency Leave</p> <p>To attend to family matters due to a qualifying military exigency</p>	 <p>Leave similar to Short-Term Disability</p> <p>For the employee’s own serious health condition</p>

Paid Family & Medical Leave Benefit Amount

Regardless of the type of leave an employee takes, the weekly PFML benefit is made up of two factors, to a combined weekly maximum benefit currently set at \$850:

- 80% of the portion of the employee’s weekly wage that is equal to or less than 50% of the State average weekly wage (SAWW),
- Plus, 50% of the portion of the individual’s weekly wage that is more than 50% of the SAWW.

The weekly maximum benefit is adjusted annually on or before October 1st to be 64% of the SAWW to take effect on the January 1st following the adjustment.

When Benefits Begin



January 1, 2021:

Paid Medical Leave and 2 of the 3 qualifying leave events for **Paid Family Leave: bonding and military exigency**



July 1, 2021:

Paid Family Leave to **care for a family member** with a serious health condition



Benefit Duration

The maximum benefit duration for MA Paid Family and Medical Leave benefits depends on the type of leave taken.



12
weeks*

Family Leave
Bonding
Caregiver
Military Exigency



26
weeks*

Family Leave
to care for a covered
service member



20
weeks*

Medical Leave



26
weeks

combined total
between medical
and family leave in a
benefit year

State PFML Contribution Rate for 2021

For groups of **25+** the **total contribution rate is 0.75%** of eligible wages, which includes the employer and employee share of the cost of PFML.

For groups with **less than 25 employees** the **total contribution rate is 0.38%** of eligible wages, which is essentially the employee/covered individual portion since employers in this category are not required to contribute to the cost of PFML.

**Includes a 7-day waiting period (in calendar days). The waiting period does not apply to medical leave during pregnancy or recovery from childbirth if supported by documentation from a healthcare provider that this medical leave is immediately followed by family leave. The waiting period does not apply to extension of leave benefits.*

Who is Covered Under PFML

- Employees who work for a Massachusetts business or state agency
- Contractors who work with a business that issues 1099-MISC tax forms for more than 50% of its workforce

Additional eligibility requirements that must be met to qualify for benefits:

- Earned at least \$5,100 in the last 12 months
- The amount earned must be at least 30 times the weekly benefit rate under Massachusetts Unemployment Insurance law

The Private Plan Advantage

Insurance carriers have built expertise and scalability around administering and paying claims. This focus may bring other advantages such as faster claims turnaround and dedicated claims service – potentially resulting in a better insurance experience for your employees.

The information in this material is based on our knowledge of the current MA Paid Family & Medical Leave law and regulations at the time of printing this brochure.

For the most up-to date information please visit:
www.shelterpoint.com/pfml-ma



How to Switch to a Private PFML Plan

For your timing and planning, keep in mind that Private Plans (including pre-2021 Private Plan Exemptions) can only be made effective on the first day of a quarter, i.e. the first of the next quarter after approval.

Step 1

You & Your Broker

Provide your broker with the following information they need to request a quote:

- Your company's full information, including full legal name, address, and SIC code.
- Census with employees working at your MA location(s) who are eligible for PFML:
 - Gender
 - Employment status (full-time, part-time, or 1099ers)
 - Age
 - Salary
 - Include part-timers who meet the eligibility requirements
 - If more than 50% of your workforce are on a 1099-basis, you need to include them as well
- Desired effective date

If needed, we may require additional information.

Step 2

ShelterPoint

Based on your information, we will provide a proposal.

At ShelterPoint, when you have approved the proposal and instructed us to bind coverage, we will also prepare the Declaration of Insurance for you, prefilled with your information/benefit details and signed by us, which you will need to provide to the Commonwealth as part of the Private Plan Exemption application.

Step 3

You, The Employer

You, the employer counter-signs the Declaration of Insurance.

Then, through your MassTaxConnect account (<https://mtc.dor.state.ma.us/>), submit your Private Plan Exemption Application, which includes uploading the Declaration of Insurance.

Step 4

The Commonwealth

The Commonwealth may reach out with questions while reviewing your application in detail. Should they have any questions, your broker and our team of experts can help you with the response.

You should receive a decision from the Commonwealth (approved or denied) within 1-2 business days after submission of your Private Plan Exemption Application.

Step 5

You & Your Broker

Your broker will then need to notify us to issue the Paid Family & Medical Leave policy.

Step 6

ShelterPoint

ShelterPoint will issue and send you the policy.

Here at ShelterPoint, we will also include instructions on how to renew your exemption filing, which you have to do every year.

Step 7

You, The Employer

You may have heard that employers needed to go back to the MassTaxConnect website to amend the approved exemption filing by uploading a copy of the Paid Family and Medical Leave Policy. At this point, the DFML is no longer requiring employers to submit their policy prior to the exemption renewal date. The DFML will request policy form numbers from employers at the time of exemption renewal and will update its website to describe these procedures.

It's important to remember that you will need to renew your Private Plan exemption every year!
Time flies! So we will remind you when it's time for renewal.*

*ShelterPoint Life is under no legal obligation to provide employers/policyholders with a reminder to renew their annual private plan exemption with the DFML, and ShelterPoint Life assumes no responsibility or liability for failure to issue any such reminder notice to an employer/policyholder, nor does it guarantee the accuracy of the information provided in any such reminder notice. It remains the sole responsibility of the employer/policyholder to remain independently informed of their private plan exemption renewal date and to timely file a renewal of its private plan exemption as set forth in, and in accordance with, any and all MA PFML laws and regulations.



Who is ShelterPoint?

Founded in 1972, we have grown into **New York's largest¹ carrier of statutory Short-Term Disability** (called DBL, short for Disability Benefits Law), and an approved private plan carrier for **New Jersey's State Disability** (TDI, short for Temporary Disability Insurance) since 2003²

Our dedication to state-mandated insurance is what allowed us to stand up **NY Paid Family Leave (PFL)** so quickly, smoothly, and successfully when it became required in NY effective 2018, which further solidified our market leadership in NY!

- Ranked #1 in New York in statutory short-term disability premiums²
- Ranked #1 nationwide in annual short-term disability sales volume³
- Ranked #1 nationwide in short-term disability cases in force³
- Ranked #6 nationwide by NAIC in short-term disability lives covered⁴

Why ShelterPoint?

More than 184,000 employers with 1.9 million employees **trust us to help them strike the right balance between compliance, coverage, and cost** to complete their benefit equation.

We excel at navigating uncharted waters and are able to quickly and successfully adapt to new market conditions, so you can trust that ShelterPoint will bring you **a thoughtful and efficient stand-alone Private Option for your PFML needs.**

This includes guiding you on what administrative actions your clients need to complete for an exemption – **we help make the switch to our Private Plan easy.**

Statutory benefit programs are what we do: we have built the **experience, scalability, and agility to expertly manage this type of coverage** and continuously expand our own capabilities to provide our clients with **smooth service from onboarding to claims.**

¹State of New York Workers' Compensation Board, form DB-680, 2016 – applies to ShelterPoint Life Insurance Company only.

²Applies to ShelterPoint Life Insurance Company only.

³Milliman Research Report, 2019 U.S. Group Disability Survey – applies to ShelterPoint Life Insurance Company only.

⁴NAIC (National Assoc. of Insurance Commissioners), 2013 Market Share Reports – applies to ShelterPoint Life Insurance Company only.

With decades of experience in helping keep people INSURED, rest ASSURED: you have found the specialists you can turn to!

Talk to your broker and get started with with your statutory insurance experts today.

**The ShelterPoint family of companies operates under the "ShelterPoint" name strictly as a marketing name, and no legal significance is expressed or implied. The ShelterPoint family of companies consists of ShelterPoint Life Insurance Company, a NY-domiciled carrier, and its wholly-owned subsidiary ShelterPoint Insurance Company, a FL-domiciled carrier, depending on the state.*

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Underwritten by:

ShelterPoint Life Insurance Company (principal office in Garden City, NY) in: **MA** (form# pending)

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www.shelterpoint.com

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