

Employer Notice to W2 Employee

Covered Entities with 25 or more Workers

Rights and Obligations under the Massachusetts Family and Medical Leave Law, M.G.L. c. 175M

MARLBOROUGH HOSPITAL
(Employer Name)
157 UNION STREET
(Employer Street Address)
MARLBOROUGH, MA 01752
(Employer City, State, Zip)
042104693
(Federal Employer ID Number) (FEIN)

Explanation of Benefits

- **Beginning January 1, 2021**, you may be entitled to up to
 - 12 weeks of paid family leave in a benefit year for the birth, adoption, or foster care placement of a child, or because of a qualifying exigency arising out of the fact that a family member is on active duty or has been notified of an impending call to active duty in the Armed Forces;
 - 20 weeks of paid medical leave in a benefit year if they have a serious health condition that incapacitates them from work
 - 26 weeks of paid family leave in a benefit year to care for a family member who is a covered service member undergoing medical treatment or otherwise addressing consequences of a serious health condition relating to the family member's military service.
- **Beginning July 1, 2021**, you may be entitled to up to
 - 12 weeks of paid family leave in a benefit year to care for a family member with a serious health condition.
 - 26 total weeks, in the aggregate, of paid family and medical leave in a single benefit year.
- **Your weekly benefit amount** will be based on the employee's earnings, with a maximum benefit of \$850 per week.

Job Protection, Continuation of Health Insurance, No Retaliation

- **Job Protection:** Generally, if you take family or medical leave under the law you must be restored to your previous position or to an equivalent position, with the same status, pay, employment benefits, length-of-service credit and seniority as of the date of leave.
- **Continuation of Health Insurance:** Your employer must continue to provide for and contribute to your employment-related health insurance benefits, if any, at the level and under the conditions coverage would have been provided if you had continued working continuously for the duration of such leave.
- **No Retaliation:** It is unlawful for any employer to discriminate or retaliate against you for exercising any right to which you're entitled under the paid family and medical leave law. An employee or former employee who is discriminated or retaliated against for exercising rights under the law may, not more than three years after the violation occurs, institute a civil action in the superior court.

Contributions to Fund Paid Family and Medical Leave Benefits

Employee and employer contributions to fund benefits per the Paid Family and Medical Leave Law (PFML) began October 1, 2019. Your employer has an approved private plan exemption, which means it is responsible for retaining and paying benefits under the PFML privately while adhering to applicable state regulations. The contribution rates for employees and your employer may be adjusted annually and are detailed in this notice, which will be updated should the rates change.

How to File a Claim

Effective January 1, 2021, employees must file claims for paid family and medical leave benefits with AbsenceOne by calling 855-209-4802 or logging onto the AbsenceOne portal at www.absenceone.com/umassmemorial.

Employees are required to provide at least 30 days' notice to their employer and AbsenceOne of the anticipated starting date of any leave, the anticipated length of the leave and the expected date of return. An employee who is unable to provide 30 days' notice due to circumstances beyond his or her control is required to provide notice as soon as practicable.

Payment for Concurrent Leave

Any paid leave provided under a collective bargaining agreement or employer policy and paid at the same or higher rate than paid leave available under this law shall count against the allotment of leave benefits available under this law.

Private Plan Exemption

An employer that offers paid leave with benefits that are at least as generous as those provided under the law may apply for an exemption from paying the Department of Family and Medical Leave Family and Employment Security Trust Fund contribution. An employer may apply for an exemption from the medical leave contribution, family leave contribution, or both.

To review details of the private plan, visit <https://www.umassmemorialhealthcare.org/marlborough-hospital/paid-family-medical-leave-act-marlborough-notices>.

Employees enjoy rights to job-protected leave and from discrimination and retaliation under the law even if their employer is approved to provide leave benefits through a private plan.

MARLBOROUGH HOSPITAL <hr/> (Employer Name)	<input type="checkbox"/> Does not have an approved private plan; <input checked="" type="checkbox"/> Has an approved private plan for both family and medical leave; <input type="checkbox"/> Has an approved private plan for family leave only; <input type="checkbox"/> Has an approved private plan for medical leave only.
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Department of Family and Medical Leave (DFML) Contact Information

Your employer has an approved, private plan and any questions specific to the plan should be referred to the UMass Memorial Leave of Absence Office by [email](#) or at 508-793-5628. If you have general questions or concerns regarding the PFML or your employer's compliance with it, you may contact the Department of Family and Medical Leave (DFML) at:

The Massachusetts Department of Family and Medical Leave
Charles F. Hurley Building
19 Staniford Street, 1st Floor
Boston, MA 02114
617-626-6565
www.mass.gov/DFML

More Information Is Available

For more detailed information, please consult the Department's website: www.mass.gov/DFML.

Effective Rates: As of October 1, 2019

For employers with 25 or more employees

Family Leave Contribution	Medical Leave Contribution	Total Contribution Amount
0.13%	0.62%	0.75%

Contributions for Paid Family and Medical Leave began October 1, 2019.

Currently, the total contribution amount is 0.75% of wages. Of that 0.75% total contribution amount, there is a split: 17.3% is a family leave contribution and 82.7% is a medical leave contribution.

Under the law, employers are responsible for a minimum of 60% of the medical leave contribution (0.372% of wages), but are permitted to deduct from employees' wages up to 40% of the medical leave contribution (0.248% of wages) and up to 100% of the family leave contribution (0.13% of wages).

Medical Leave			
Total Required Contribution: .62%			
Medical Leave	MARLBOROUGH HOSPITAL _____	will contribute	60 % of the medical leave contribution
	(Employer Name)	and the remaining	40 % will be deducted from your earnings

Family Leave			
Total Required Contribution: .13%			
Family Leave	MARLBOROUGH HOSPITAL _____	will contribute	0 % of the family leave contribution
	(Employer Name)	and the remaining	100 % will be deducted from your earnings