

Massachusetts Paid Family and Medical Leave (PFML)

Effective Rates: 2023

For employers with 25 or more employees

Family Leave Contribution	Medical Leave Contribution	Total Contribution Amount
.11%	.52%	.63%

Employers are responsible for sending contributions to the DFML for all employees. In 2023, the total contribution amount is 00.63% of wages.

Under the law, employers are responsible for a minimum of 60% of the medical leave contribution (.312% of wages) but are permitted to deduct from employees' wages up to 40% of the medical leave contribution (.208% of wages) and up to 100% of the family leave contribution (.11% of wages).

Total Required Contribution: .52%			
Medical Leave	Smith College <hr/> (Employer Name)	will contribute	100% of the medical leave contribution
		and the remaining	0% will be deducted from your earnings

Total Required Contribution: .11%			
Family Leave	Smith College <hr/> (Employer Name)	will contribute	100% of the family leave contribution
		and the remaining	0% will be deducted from your earnings

