

Notice

Covered Entities with 25 or more Workers

Massachusetts Family and Medical Leave Law, M.G.L. c. 175M

Northeastern University
(Employer Name)
360 Huntington Ave.
(Employer Street Address)
Boston, MA 02115
(Employer City, State, Zip)
041679980
(Federal Employer ID Number) (FEIN)

Explanation of Benefits

- **Beginning January 1, 2021**, employees 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**, employees 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.
- **An employee's weekly benefit amount** will be based on their earnings, with a maximum benefit of \$850 per week.

Job Protection, Continuation of Health Insurance, No Retaliation

- **Job Protection:** Generally employees who take family or medical leave under the law must be restored to their previous position or to an equivalent position, with the same status, pay, work benefits, length-of-service credit and seniority as of the date of leave.
- **Continuation of Health Insurance:** Employers must continue to provide for and contribute to an employee's 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 employees for exercising their rights under the paid family and medical leave law. A 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 the DFML Family and Employment Security Trust Fund

On October 1, 2019, contributions to the Department of Family and Medical Leave (DFML) Employment Security Trust Fund may begin. An employer may be responsible for sending contributions to the DFML for all employees, though they may deduct a portion from an employee's pay. The contribution rate may be adjusted annually and can be found in the attached effective rate notice.

How to File a Claim

Unless your employer is offering benefits through a private plan, claims for paid family and medical leave benefits must be filed with the DFML using the Department's forms. Forms and claim instructions will be available on the Department's website www.mass.gov/DFML before January 2021.

Employees are required to provide at least 30 days' notice to their employer 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.

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

Northeastern received approval to offer the family and medical leave benefits provided under this law through a private plan. It is currently exempt from paying any contributions to the DFML Employment Security Trust Fund. Exemptions are valid for one year, and Northeastern's current exemption is approved through September 30, 2020. Northeastern could change the way it offers these benefits to eligible employees in the future, including by discontinuing its private plan offering.

	<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;
Northeastern University	<input type="checkbox"/> Has an approved private plan for family leave only;
_____ (Employer Name)	<input type="checkbox"/> Has an approved private plan for medical leave only.

Department of Family and Medical Leave (DFML) Contact Information

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: 2019

For employers with 25 or more employees

Family Leave Contribution	Medical Leave Contribution	Total Contribution Amount
.13%	.62%	.75%

On October 1, 2019, contributions to the Department of Family and Medical Leave (DFML) Employment Security Trust Fund will begin. An employer will be responsible for sending contributions to the DFML for all employees.

Currently, the total contribution amount is 00.75% of wages. Of that 00.75% 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 (.372% of wages), but are permitted to deduct from employees' wages up to 40% of the medical leave contribution (.248% of wages) and up to 100% of the family leave contribution (.13% of wages).

Northeastern is exempt from paying contributions to the DFML Employment Security Trust Fund through September 30, 2020 because it received approval to offer the benefits provided under this law to eligible employees through a private plan. Even under a private plan, employers are permitted to share the cost of these benefits with their employees in an amount less than or equal to the amount allowed for employee contributions. However, under its currently approved private plan, Northeastern will not charge employees. Northeastern could change the way it offers these benefits to eligible employees in the future, including by asking employees to cover a legally permissible portion of the cost.