

The Massachusetts Leave Deadline Card

Every state and federal date a Massachusetts employer has to hit, and what happens if you miss it.

30
DAYS

Every new hire gets written PFML notice

Within 30 days of the start date, with a signed acknowledgment kept on file. The DFML poster must also be displayed at the worksite.

10
BUSINESS DAYS

Respond once the state opens a claim

When an employee applies, DFML sends an application notice. You have ten business days to complete the employer response. Miss it and the claim proceeds without your input.

5
BUSINESS DAYS

Federal clocks run in parallel

FMLA covers employers with 50+ employees. An employee also needs 12 months of service, 1,250 hours, and 50 employees within 75 miles. The eligibility notice and the designation notice each run on five-business-day federal clocks alongside the state's.

4x
PER YEAR

Quarterly PFML contributions

Filed and paid through MassTaxConnect, due the last day of the month after each quarter closes: Jan 31, Apr 30, Jul 31, Oct 31.

24/7
DURING LEAVE

The obligations that never pause

Intermittent leave is tracked hour by hour against a rolling balance. Health insurance is maintained. The job is protected, and adverse action within six months of leave carries a rebuttable presumption of retaliation.

2026 NUMBERS TO KNOW

\$1,230.39

max weekly benefit

20 / 12 / 26

weeks medical / family / cap

0.88%

25+ covered · 0.42% employer

0.46%

under 25 · no employer share

WHO IS COVERED, BY MA HEAD COUNT

All	PFML, every MA employer
6+	MA Parental Leave & MA PWFA
11+	Earned Sick Time must be paid (under 11: unpaid)
15+	Federal PWFA
25+	Employer contribution share
50+	Federal FMLA

An employee just asked for leave?

We handle all of this, end to end. Every case reviewed by an employment lawyer.

BOOK A 15-MINUTE CALL
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