



Massachusetts Paid Family Medical Leave

Information for Employees of The Haartz Corporation

What benefits am I eligible for under the new Massachusetts Paid Family and Medical Leave?

A covered individual's weekly earnings will determine his or her benefit amount, up to a maximum weekly benefit of \$850 and a possible supplement as outlined below.

Beginning January 1, 2021, employees are entitled to the following:

- ❖ Up to 12 weeks of paid family leave to bond with a new child;
- ❖ Up to 20 weeks of paid medical leave to attend to their own serious medical needs; and
- ❖ Up to 26 weeks to care for a family member who is a covered service member.

Beginning July 1, 2021, employees are entitled to the following:

- ❖ Up to 12 weeks of paid leave to care for a family member with a serious health condition.

Important Notes:

- ❖ *Covered individuals are eligible for no more than 26 weeks total, in the aggregate, of paid family and medical leave in any twelve month period on a rolling basis;*
- ❖ *When applicable, leave runs concurrently with FMLA, earned sick time, and MA Parental Leave;*
- ❖ *A seven day waiting period (including weekends) applies to most of these situations during which you must use your sick or vacation time in order to be paid.*

Who is considered a family member?

- ❖ Your spouse, child, parent, domestic partner, grandparent, grandchild, siblings and the parent of a spouse or domestic partner.

What is considered a serious health condition?

- ❖ A physical or mental condition that prevents you from doing your job, either because you are unable to, or because you need time to get treated or recover from treatment. Some included conditions are: pregnancy and prenatal care, chronic conditions like asthma or diabetes, permanent or long-term conditions like Alzheimer's, stroke or terminal cancer and conditions requiring multiple treatments such as chemotherapy, kidney dialysis or physical therapy.

Will I be eligible for benefits above the state required amount?

- ❖ If you have been employed by Haartz for less than one year, no. You will receive the payment up to the state maximum benefit of \$850/week from Matrix.
- ❖ If you have been employed by Haartz for more than one year, yes. Haartz has elected to provide a supplement above and beyond the state required maximum to ensure our employees have sufficient income when on an approved medical or family leave. Initially you will have a seven day waiting period (including weekends) with which you will be required to use your sick or vacation time. For weeks two through four you may be eligible for a supplement to replace your income at 95% of your base pay, for weeks five through twelve you may be eligible for 90% income replacement of your base pay and weeks thirteen through twenty you may be eligible for 80% income replacement of your base pay. Please note that if you are eligible for this supplement you will receive two checks from Matrix – one with the required state benefit amount and another with the supplement.

What will I contribute to be eligible for this coverage?

The **TOTAL** (employee + employer) contribution rate is **0.75%** of the maximum taxable earnings as established by the Social Security Administration (\$142,800 for 2021). This contribution of 0.75% is then split towards the medical leave portion and the family leave portion as follows:

- ❖ Medical Leave Contribution: 0.62% of payroll
 - ❖ The Haartz Corporation will cover 60% of this contribution
 - ❖ YOU will be responsible for 40% of this contribution
- ❖ Family Leave Contribution: 0.13% of payroll
 - ❖ YOU will be responsible for 100% of this contribution

The maximum amount that will come out of your paycheck is \$0.38 per \$100.

Where do I go to apply for my leave benefit?

- ❖ The Haartz Corporation will have our MA Paid Family Medical Leave Program administered by Matrix through Reliance Standard, along with our disability plans. Please contact Matrix and they will administer all benefit payments during your leave.