

## MA Paid Family And Medical Leave (PFML) Law

MASSACHUSETTS' EMPLOYERS ARE REQUIRED TO COMPLY WITH THE NEW PFML LAW STARTING JULY 1, 2019

Starkweather & Shepley and Partridge Snow & Hahn joined together to present a webinar designed to give employers a better understanding of the law and the actions they need to take. **The webinar presentation can be viewed [here](#).**

The Massachusetts PFML law applies to every private employer with employees in Massachusetts. While employees will not be able to actually take paid leave until 2021, all employers must immediately begin taking steps in order to comply with the Paid Family and Medical Leave law (PFML) by providing (and getting proof of) a detailed notice about the law, registering with the Commonwealth's PFML program through MassTaxConnect, understanding how to calculate and start withholding amounts from employee's pay on July 1, and knowing how to make and report contributions to the Trust Fund established by the PFML.

This webinar covers topics such as:

- Content of the notice of the program benefits
- Calculation of the contribution required to be made (.63% of wages, allocated between family leave (.11%) and medical leave (.52%) for 2019).
- The employer's obligation to pay 60% of the medical leave portion of the contribution.
- Coverage and the employer's obligation to include 1099 individuals in the contributions,
- Filing for an exemption
- Filing quarterly reports
- A summary the PFML's coverage and leave provisions, which are far more expansive than the federal FMLA.

Speakers in the webinar are Michael A. Gamboli of Partridge Snow & Hahn and Joan Greenwell of Starkweather & Shepley.

[Michael A. Gamboli](#) is a partner at Partridge Snow & Hahn LLP in Providence. He devotes a significant portion of his practice to advising clients on a wide variety of employment law and human resource issues, including discrimination and harassment, leave of absence laws such as the FMLA, and wage and hour claims. Michael also has over 25 years of employment litigation experience in state and federal courts and administrative agencies. He has been consistently selected by his peers for inclusion in Best Lawyers in America, Chambers USA America's Leading Lawyers for Business, Rhode Island Super Lawyers, and has received an AV® Preeminent rating from Martindale-Hubbell. Michael is a graduate of Bucknell University and a *magna cum laude* graduate of Boston University School of Law.

Joan Greenwell, J.D., VP, Employee Benefits Practice Leader, joined the S&S team in 2010. She has over 15 years of experience in the benefits advisory / brokerage arena, working with both fully insured and self-insured clients. Prior to this, Joan held significant roles in sales and marketing at United Healthcare, including as Regional VP for the New England market. Joan manages the EB Team, as well as some key client relationships. She has particular expertise in risk and funding mechanisms, compliance, strategic planning, and benefits communication. Joan is a *summa cum laude* graduate of RI College and holds advanced degrees from the University of Maryland and Suffolk University Law School.

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