

Text for HR Direct Email

NOTICE AND ACKNOWLEDGEMENT

PAID FAMILY AND MEDICAL LEAVE LAW - MGL c. 175M

In 2018, Massachusetts enacted a law that provides paid family and medical leave (PFML) benefits beginning in January of 2021. The University is legally required to provide you with the attached notice and to request that you acknowledge this notice. Instructions on how to acknowledge this notice are located at the bottom of this email.

The attached notice provides information on the following matters:

- An explanation of the benefits that will be available beginning in January of 2021.
- The relationship between the PFML and existing paid leave benefits and entitlements.
- Job protections and continuation of health insurance for employees utilizing PFML.
- The employer and employee contributions to the Family and Employment Security Trust Fund.
- The PFML tax will go into effect on September 15th and will be reflected in the October 4th pay advice.

Options and Instructions for Acknowledgment

- Please, open and read the attached PFML Workforce Notice or select PFML Workforce Notice.
- Please, acknowledge receipt by clicking on the link below.
- In the alternative, you can print out the attached notice, sign it, and mail/hand deliver the signed copy to one of the locations provided. You can also pick up a copy of the notice at these locations.
- Click here <https://www.umassp.edu/paid-family-medical-leave> for a copy of the PFML Notice in other languages including Spanish, Portuguese or Haitian.
- Please, email Jennifer Larsen at jlarsen@umassp.edu or call 774-455-7571 if you have any questions.

Employees who want to acknowledge this notice online should select:

<https://sm-prd.hcm.umasscs.net/psp/hrprd92/EMPLOYEE/HRMS>