

BRANDEIS UNIVERSITY

MA PAID FAMILY AND MEDICAL ANNUAL RATE NOTICE

State Rates Effective January 1, 2023

Family Leave Contribution	Medical Leave Contribution	Total Contribution Amount
0.11%	0.52%	0.63%

Each year, the Department of Family and Medical Leave sets the MA PFML contribution rate. Employers that pay into the state program are responsible for sending contributions to the Department for all eligible employees. In 2023, the total contribution amount is 0.63% of wages.

Under the law, employers are responsible for a minimum of 60% of the medical leave contribution (.312% of wages) but are permitted to deduct from employees' wages up to 40% of the medical leave contribution (.208% of wages) and up to 100% of the family leave contribution (0.11% of wages).

Instead of paying into the state program and directing employees to the Department of Family and Medical Leave to obtain benefits, **Brandeis chose to offer a private plan** to provide paid family and medical leave benefits.

While Brandeis could require employee contributions to its MA PMFL private plan, it has not chosen to do so since the law was enacted and **will not require employee contributions in 2023**. Should contributions be required in the future, employees will be given advance notice prior to any employee contributions being deducted.

2023 Total State Contribution: 0.52%			
Medical Leave	Brandeis University <hr/> (Employer Name)	will contribute	100% of the medical leave contribution
		and the remaining	0% will be deducted from your earnings

2023 Total State Contribution: 0.11%			
Family Leave	Brandeis University <hr/> (Employer Name)	will contribute	100% of the family leave contribution
		and the remaining	0% will be deducted from your earnings