



Massachusetts Paid Family and Medical Leave (PFML)

Is your business prepared to *manage PFML utilization*?

- **What will you do** when an employee takes PFML leave starting Jan 1st 2021?

The new PFML law will change many standard practices and procedures businesses have used to manage employees when they take time off from work.

- Will you be the **first to know** or **last to know** when an employee is taking PFML time off from work?
- Will you be **paying employee contributions** for benefits while out on PFML?
- Will you have **employee termination conflicts** with current Mass. "at-will" employment regulations when an employee goes out on PFML?
- Employers are "**Guilty until proven innocent**" - are you prepared to defend your employee interactions?

Updating your *Employee Handbook* or setting up a new *Employee Handbook* will be a vital business necessity in 2020.

Adding the Mass. PFML description and state regulations to your *Employee Handbook* will not be enough to manage the above issues, as well as many other complications arising from the new PFML law.

Great Harbor Benefits *has answers*
call or email with questions

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