

XII. Parental Leave Law Comparison Chart

	MPLA	FMLA	PFML
State/Federal Law	State	Federal	State
# of Employees	6 or more (1 or more domestic worker employees)	50 or more within seventy-five miles of each other	N/A
Types of Employees	Domestic Workers; Full-Time Employees		Employee of Massachusetts Business or State Agency
Exempted Employees	N/A	N/A	Employee of Municipalities, Districts, Political Subdivisions, Housing Authorities, Regional School Districts, and Regional Planning Commissions
Paid/Unpaid	Unpaid (but may be paid at the employer's discretion)	Unpaid (but may be paid at the employer's discretion)	Paid
Mandatory	Yes	Yes	Employers may decide whether to participate in PFML or provide equal or better coverage through a private leave plan.
Purpose	Birth or Adoption	Birth, Adoption, Care for a Family Member, or Managing Family Affairs for a Deployed Servicemember	Birth, Adoption, Care for a Family Member, or Managing Family Affairs for a Deployed Servicemember
# of Weeks Received	8 weeks per child	Up to 12 weeks per 12-month period	Up to 26 weeks per benefit year
Earning Requirement?	N/A	N/A	Yes (e.g., \$5,700 in 2022 or \$6,000 in 2023 over the past four calendar quarters). Additionally, the person must earn at least 30x the eligible benefit amount.
Temporal Requirement?	Yes. To be eligible, employee must have completed a probationary period not to exceed 3 months, or if no probationary period, employed by employer for at least 3 months.	Yes. Employed by same employer for at least 12 months and at least 1,250 hours worked over that time.	N/A