

MAPFML Overview

On **January 1, 2021**, the new Massachusetts Paid Family and Medical Leave (MAPFML) law took effect. As a result, all eligible workers with a work location in Massachusetts are entitled to certain paid medical and family leave benefits.

Paid **medical leave** may be taken to:

- Manage a personal serious health condition

Paid **family leave** may be taken to:

- Bond with a child during first 12 months after birth, adoption or foster placement (including employees who had a baby or had a child placed with their family during the 2020 calendar year)
- Manage needs resulting from the military deployment of a family member

On **July 1, 2021**, paid family leave benefits will become available for those who need to care for a family member with a serious health condition.

For complete details about eligible leaves, visit <https://www.mass.gov/info-details/paid-family-and-medical-leave-pfml-benefits-guide#eligible-types-of-leave>

Benefits provided through Lincoln Financial Group

Bentley will be providing MAPFML benefits through a private plan, which will be administered by Lincoln Financial Group to provide consistency and efficiency. Our plan will ensure you receive the best possible leave benefits—which are above and beyond the state’s requirements—while providing an easier, integrated, and streamlined application process.

Eligibility

Generally, MAPFML coverage is available to all workers who work in Massachusetts and receive a W-2, whether full-time, part-time, or seasonal. In addition, former employees who have been unemployed for 26 weeks or fewer, and are not reemployed, are covered.

Duration of Leave

The benefit duration depends the type of leave requested and approved:

	Maximum Duration per Benefit Year
Medical leave for your own serious health condition	20 weeks
Family leave to bond with a new child	12 weeks
Family leave arising from a covered service member’s call to active duty	12 weeks
Family leave taken to provide care to a family member with a serious health condition suffered while on active duty in the armed forces	26 weeks
Combined maximum	26 weeks

A benefit year is the period of 52 consecutive weeks beginning on the Sunday immediately before your first day of leave. There is a 7-day waiting period for all leave reasons, except for transitioning from

medical leave for childbirth to family leave for bonding. You may use your accrued paid time off during the waiting period to receive 100% pay.

Your other employee benefits will continue while you are on an MAPFML leave, including paid time off.

Leave Benefits

The amount of benefits you are eligible to receive for Bentley's private MAPFML plan through Lincoln Financial Group is based on your own average weekly wage when you apply for leave. The maximum total amount that you can receive in MAPFML benefits right now is \$850 per week.

Leave benefits under MAPFML will coordinate with Bentley's Short-Term Disability, Parental Leave, and other leave programs, and are the same or greater than benefits previously offered.

The [Massachusetts Paid Family and Medical Leave Benefits Calculator](#) allows you to estimate your weekly benefit should you choose to apply. If approved, you will be paid via Bentley's payroll for the period you are receiving benefits under our private MAPFML plan.

For More Information

The most complete and current detail about MAPFML is available on the Mass.gov website at www.mass.gov/DFML. However, please note that Bentley benefits may be more generous than what the law requires. For details on Bentley's plans through Lincoln Financial Group, please see:

- [MAPFML Website](#) —Provides information on leave types, duration, and benefits, and a **direct link to Lincoln Financial Group to start the leave process**
- [Frequently Asked Questions \(FAQs\)](#) — Including specific questions and examples
- The [Massachusetts Paid Family and Medical Leave Employee Guide: \(Part 1 & Part 2\)](#)