Employment Law Alert: PFML Exemption Renewals

Massachusetts Employers, It's Time to Conduct Your Annual Review of Private Paid Leave Plans Under the Paid Family and Medical Leave Law.



By:Veronica A. Mantilla, Rebecca F. Alperin and Matthew L. Mitchell
September 29, 2025

With the fourth quarter around the corner, now is a great time to review and renew your exemption applications for the Paid Family and Medical Leave Act ("PFML").

This applies to employers who offer paid leave benefits to their employees through self-insured private plans or purchased private plans. Employers should consider reviewing plans now and assessing whether any changes are needed because PFML exemption applications must be approved in the quarter prior to the quarter in which they go into effect.

To renew your application, log in to MassTaxConnect. If, after reviewing, you choose not to renew your private plan, you must notify the Massachusetts Department of Paid Family and Medical Leave (the "Department") and your covered employees no later than thirty (30) calendar days prior to the exemption expiration date. Non-renewal forms are located on the Department's website.

A few things to note if your company is considering a switch to a private plan: (i) the private plan must offer paid leave benefits greater than or equal to the benefits provided by the paid leave law in order to be granted an exemption, and (ii) minimum family and medical leave benefit requirements are outlined on the Mass.gov website. If you are interested in applying for an exemption, you must apply through the MassTaxConnect website. Decisions are typically made within 1-2 business days.

Morse's Employment Law Team has experience with all matters related to compliance with the Wage and Hour laws and PFML exemption applications. Please contact the authors of this alert if you have questions about the renewal process or switching to a private plan.