Leave-Taking in Massachusetts: Current Snapshot

Approximately 1 out of every 8 Massachusetts workers takes family and/or medical leave each year.

Most leaves are short:
- 25% 5 or fewer workdays
- 25% 1–3 weeks (6–15 workdays)
- 50% 3 weeks or more

Wage replacement:
- Leaves taken without any employer-provided paid time off (27.6%)
- Leaves taken with any wage replacement* (72.4%)
* including vacation time, paid sick days, paid family leave, and short-term disability leave
Provisions and Costs of a Paid Leave Program in Massachusetts

- Provides 50-90% of wage replacement up to $650 per week, based on one’s earnings
- 26 weeks for medical leaves for eligible personal health (including pregnancy-related) reasons
- 12 weeks for family leaves to bond with a new child or care for an ill relative
- Average weekly cost is $3.06 per covered worker
Reducing inequality:
Key impacts of a paid leave program in Massachusetts

The percentage of leaves with any wage replacement increases by 8.4 percentage points to 80.8% (from 72.4%)

*Including vacation time, paid sick days, paid family leave, and short-term disability leave

Percentage point increases in any wage replacement for employees:

- Male: 6.8%
- Female: 9.6%
- Latino/a: 13.6%
- Black: 10.9%
- Poor and low-income (all below 200% of Federal Poverty Level): 19.7%
- Employed by small companies (<50): 11.6%