

Simmons University: 2026 MA PFML Annual Rates

In 2026, the total contribution amount is 0.88% of wages. Simmons University has a private plan exemption for the Paid Medical Leave plan, which is administered by Unum. The Paid Family Leave plan is administered by the State of MA.

Under the law, employers are responsible for a minimum of 60% of the medical leave contribution (.42% of wages) but are permitted to deduct from employees' wages up to 40% of the medical leave contribution (.28% of wages) and up to 100% of the family leave contribution (.18% of wages).

Medical Leave	Total Required Contribution: 0.70%		
	Simmons University	will contribute	60% of the medical leave contribution
		and the remaining	40% will be deducted from your earnings
Family Leave	Total Required Contribution: 0.18%		
	Simmons University	will contribute	0% of the family leave contribution
		and the remaining	100% will be deducted from your earnings