EQUITABLE

MA Paid Family & Medical Leave

Benefit Summary

Effective Date: January 01, 2021

Class Definition: All eligible employees working in Massachusetts

MA Paid Family & Medical Leave benefits can replace income in challenging times

Even with careful saving and planning, most people count on a steady paycheck to cover their monthly expenses. Unfortunately, it only takes a brief time away from work to upset the balance. You can protect the income you depend on with paid family and medical leave insurance. Whether you need to take time off to recover from an illness or injury or bond with a new child, paid family leave insurance can provide a portion of lost income for a period of time, helping alleviate the financial hardship and cover regular expenses-from paying rent to buying groceries.

What your benefits cover:

Medical Leave Benefit Plan and Features	Benefit Amount
Medical Leave Weekly Benefit[1]	80% of the employee's average weekly wage up to 50% of the state average weekly wage, plus 50% of the employee's average weekly wage in excess of 50% of the state average weekly wage
Medical Leave Maximum Weekly Benefit[1]	$850
Medical Leave Elimination Period	7 Days
Medical Leave Maximum Benefit Period	20 Weeks in a Benefit Year (maximum combined duration between medical and family leaves is 26 weeks in a benefit year)

Family Leave Benefit Plan and Features	Benefit Amount	
Family Leave Weekly Benefit[1]	80% of the employee's average weekly wage up to 50% of the state average weekly wage, plus 50% of the employee's average weekly wage in excess of 50% of the state average weekly wage	
Family Leave Maximum Weekly Benefit[1]	$850	
Family Leave Elimination Period	7 Days	
Family Leave Maximum Benefit Period	Bonding with a new child	12 weeks in a benefit year
	Qualifying military exigency	12 weeks in a benefit year
	Caring for an injured service member	26 weeks in a benefit year
	Care for a family member with a serious health condition	12 weeks in a benefit year
	The maximum combined duration between medical and family leaves is 26 weeks in a benefit year.	

[1]*Reduced by other income benefits*

Manage Your Benefits

Go to www.equitable.com/employeebenefits and log on to **EB360®** to view your account details.

If you have any questions, please don't hesitate to contact us at 1-866-274-9887.

We look forward to helping you managing your benefits with confidence and ease.

These products only provide Massachusetts paid family and medical leave benefits. THESE POLICIES ARE NOT MEDICARE SUPPLEMENT PLANS. The policies have limitations and exclusions. Plan documents are the final arbiter of coverage. Policy Form/Contract AXEBP15DI.

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