

## **The Roman Catholic Archdiocese of Boston Offers New Paid Family Medical Leave Benefit (Catholic Family Medical Leave or “CFML”)**

We are pleased to announce that starting in September 2025, the Roman Catholic Archdiocese of Boston will offer a new paid family and medical leave benefit called Catholic Family Medical Leave (CFML). The benefit will be required for Archdiocese of Boston locations (Parishes, Parish Schools and Cemeteries, and the Pastoral Center). We welcome other separately-incorporated, Catholic employers to join this program.

The 2018 Massachusetts Paid Family Medical Leave Law (MA PFML) that required most employers to adopt a paid leave program exempted churches; after nearly five years of diligent work by a dedicated focus group, CFML was crafted using MA PFML as a framework. CFML provides paid leave for an employee’s own serious health condition, the birth or adoption of a child (for female and male parents), and the need to care for a close family member with a serious health condition. Only benefit-eligible lay employees who have been credited with at least one year of CFML service will be eligible for CFML benefits (see details below).

The CFML benefit provides up to 12 weeks of leave paid at up to 80% of an employee’s wages, with the cost of the full benefit shared equally by employers and employees (similar to the MA PFML, although with CFML, employee participation is voluntary). If employees opt not to pay into CFML, then their benefits will be 40% of their wages during a qualifying leave.

The Archdiocese of Boston will begin collecting employer and employee premiums in September 2024 in order to build up a reserve in advance of the first benefit payments in September 2025 (also similar to the MA PFML). The employer cost per eligible employee is 0.57% of wages, which was already included in the FY2025 Budget Guide. For eligible employees who are interested in the full “buy up” benefit (80% of wages), they must also contribute the employee premium (0.57% of wages). Employees for whom premiums have been contributed for a full year will then be eligible to file a claim (whether at the 40% or the 80% level). The Benefits Department plans to work with Parish Finance to identify and help parishes and schools with financial hardships pay employer premiums for a limited period of time.

More details about CFML, including how employers pay into the program, how CFML intersects with existing paid sick and short-term disability policies, and how employees elect the full benefit, will be shared in future communications and webinars. In the meantime, if you have any questions, please contact the Benefits Department at [benefits@rcab.org](mailto:benefits@rcab.org) or 617-746-5640.