

Office of Human Resources Smith College Northampton, Massachusetts 01063 T (413) 585-2260 Benefits (413) 585-2270 F (413) 585-2284 or (413) 585-2294

Effective Rates: 2024

For employers with 25 or more employees

Family Leave	Medical Leave	Total Contribution		
Contribution	Contribution	Amount		
.18%	.70%	.88%		

Employers are responsible for sending contributions to the DFML for all employees. In 2024, the total contribution amount is 00.88% of wages.

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).

al Leave	Total Required Contribution: .70%			
	Smith College	will contribute	100 %	of the medical leave contribution
Medical	(Employer Name)			
M		and the remaining	0 %	will be deducted from your earnings

a	Total Required Contribution: .18%			
Family Leav	Smith College will contribute	100 %	of the family leave contribution	
Fam	(Employer Name)		• • • •	will be deducted from your
		and the remaining	0 %	earnings