

This message provides you with important information about mandatory insurance premium deductions from your paychecks pursuant to the Massachusetts Paid Family and Medical Leave Law. As part of this program, employers are required to collect an acknowledgement from associates that they have received this notification.

Overview

The State of Massachusetts enacted a new Paid Family and Medical Leave law under which eligible associates will be able to take up to 12 weeks of paid leave per year for covered family and employee medical leave reasons, beginning October 1, 2021. These paid leave benefits will be funded through a combination of mandatory employer and employee premium contributions, which will be deducted from eligible associates' paychecks beginning October 1, 2019, pursuant to the new law. You are receiving this message because you will begin to see the mandated insurance premiums deducted from your paychecks beginning with your first paycheck after October 1, 2019.

This message provides some highlights of the Massachusetts Paid Family and Medical Leave program. For more information about the program, please refer to the [Guide to Paid Family and Medical Leave for Massachusetts workers](#) available on-line from the Massachusetts Department of Family and Medical Leave.

Employer Notice to Employee

Rights and Obligations under the Massachusetts Family and Medical Leave Law, M.G.L. c. 175M

Danaher & its Affiliates
2200 Pennsylvania Avenue NW
Suite 800W
Washington, DC 20037
Employer's ID: 591995548

Explanation of Benefits

- **Beginning January 1, 2021:**
 - Employees may be entitled to up to 12 weeks of paid family leave in a benefit year for the birth, adoption, or foster care placement of a child, or because of a qualifying exigency arising out of the fact that a family member is on active duty or has been notified of an impending call to active duty in the Armed Forces.
 - Employees may be entitled to up to 20 weeks of paid medical leave in a benefit year if they have a serious health condition that incapacitates them from work.
 - Employees may be entitled to up to 26 weeks of paid family leave in a benefit year to care for a family member who is a covered service member undergoing medical treatment or otherwise addressing consequences of a serious health condition relating to the family member's military service.
- **Beginning October 1, 2021:**

- Employees may be entitled to up to 12 weeks of paid family leave in a benefit year to care for a family member with a serious health condition.
- Employees may be eligible for up to 26 total weeks, in the aggregate, of paid family and medical leave in a single benefit year.
- An employee’s weekly benefit amount will be based on the employee’s earnings, with a maximum benefit of \$850 per week.

Job Protection, Continuation of Health Insurance, No Retaliation

- **Job Protection:** Generally, an employee who has taken family or medical leave under the law must be restored to the employee’s previous position or to an equivalent position, with the same status, pay, employment benefits, length-of-service credit and seniority as of the date of leave.
- **Continuation of Health Insurance:** The employer must continue to provide for and contribute to the employee’s employment-related health insurance benefits, if any, at the level and under the conditions coverage would have been provided if the employee had continued working continuously for the duration of such leave.
- **No Retaliation:** It is unlawful for any employer to discriminate or retaliate against an employee for exercising any right to which such employee is entitled under the paid family and medical leave law. An employee or former employee who is discriminated or retaliated against for exercising rights under the law may, not more than three years after the violation occurs, institute a civil action in the superior court.

Employer/Employee Contributions to the DFML Family and Employment Security Trust Fund

Contributions to the Department of Family and Medical Leave (DFML) Employment Security Trust Fund began October 1, 2019. An employer will be responsible for sending contributions to the DFML for all employees.

Currently, the total contribution amount is 00.63% of wages. Of that 00.63% total contribution amount, there is a split: 17.5% is a family leave contribution and 82.5% is a medical leave contribution.

Under the law, employers are permitted to deduct from employees’ wages up to 40% of the medical leave contribution (82.5% of 00.63% of wages) and up to 100% of the family leave contribution (17.5% of 00.63% of wages).

Medical Leave	Danaher or your employing Operating Company as applicable will contribute	60%	of the medical leave contribution
	And the remaining	40%	will be deducted from your earnings
Family Leave	Danaher or your employing Operating Company as applicable will contribute	0%	of the family leave contribution
	And the remaining	100%	will be deducted from your earnings

Your Contribution:

To build this insurance program, starting on October 1, 2019, you may see a premium set aside from your paycheck, like you see for Medicare. As an example, someone earning \$50,000 a year, would have \$1.25 for Massachusetts Family leave and \$2.38 for Massachusetts Medical Leave on a weekly basis.

How to File a Claim

Employees must file claims for paid family and medical leave benefits with the DFML using the Department's forms. Forms and claim instructions will be available on the Department's website www.mass.gov/DFML before January 2021.

Employees are required to provide at least 30 days' notice to their employer of the anticipated starting date of any leave, the anticipated length of the leave and the expected date of return. An employee who is unable to provide 30 days' notice due to circumstances beyond his or her control is required to provide notice as soon as practicable. More details about how to request a leave under the Massachusetts Family and Medical Leave Law with your employing Operating Company will be distributed closer to the date the benefit is available. If you need to take a leave of absence in the interim, please contact your Operating Company Human Resources department for information about available leave benefits.

Private Plan Exemption

An employer may apply for an exemption from paying the Department of Family and Medical Leave Family and Employment Security Trust Fund contribution if it offers paid leave with benefits that are at least as generous as those provided under the law. Danaher and its Affiliates do not have an approved private plan and do not qualify for this exemption.

Department of Family and Medical Leave (DFML) Contact Information

The Massachusetts Department of Family and Medical Leave
Charles F. Hurley Building
19 Staniford Street, 1st Floor
Boston, MA 02114
(617) 626-6565
www.mass.gov/DFML

Payment for Concurrent Leave

Any paid leave provided under a collective bargaining agreement or employer policy and paid at the same or higher rate than paid leave available under this law shall count against the allotment of leave benefits available under this law.

More Information is Available

For more detailed information, please consult the Department's website: www.mass.gov/DFML.

ACKNOWLEDGMENT

Sign below to acknowledge receipt of this notice. As required by the regulations, you also have the right to choose to not acknowledge this notice. Your response will be retained by Danaher or your employing Operating Company as applicable.

Signature: _____

Print Name: _____ Date: _____

I acknowledge receipt of this notice I do not acknowledge receipt of this notice