MASSACHUSETTS
Thank you for choosing our eComply downloadable labor law posters with one year of free mandatory updates!

Your posters must be posted in a conspicuous location. Be sure to download all files.

**Printing & Posting Instructions**

- These PDF documents should be **printed on 8.5” x 11” paper** with the printer set to the “fit to page” or comparable option. Following these printing instructions will help ensure that you are complying with state and federal size and font requirements.

- Posters have a Publication Code in the lower left corner, below the red line, such as D-CA_1 *(date)* MINIMUM WAGE. **Post pages with the same code together.**

- **Color requirements:** (for Colorado, Maryland, New Mexico, and North Carolina ONLY).*

- The Attention Employers letter that follows is for your information but should **not** be posted.

**IMPORTANT:** If your email address changes, be sure to notify us so that you continue to receive updates.

We are proud to be your most reliable resource for labor law compliance and we look forward to keeping you in compliance. Please contact us at 800-322-3636 if you have any questions.

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* Background color requirement (applies to Colorado Anti-Discrimination, and Maryland Workers Compensation)

These posters will appear on your computer screen and print with the required color background *if you have a color printer.* If not, you must print these posters on the appropriate colored paper.

* Identical poster requirement (applies to North Carolina Workers Compensation and New Mexico Workers Compensation)*

These posters must be identical to the state-issued poster which is in color. The posters will appear in color on your computer screen and *must be printed using a color printer* to match the original.
ATTENTION MASSACHUSETTS EMPLOYERS

Our goal as your RELIABLE labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be other requirements that your company is subject to in addition to posting your labor law posters in a conspicuous location.

☐ In addition to displaying the Paid Family and Medical Leave notice included on your state poster, employers must distribute particular notices to employees classified as either W2 employees or 1099-MISC contract workers. For more information about this distribution requirement, visit the Paid Family and Medical Leave page at https://www.mass.gov/info-details/informing-your-workforce-about-paid-family-and-medical-leave.

☐ In addition to displaying the Earned Sick Time notice included on your state poster, the MA Attorney General’s Office states that employers shall provide a hard copy or electronic copy of this notice to all eligible employees, or include the employer’s policy on earned sick time or the employer’s allowable substitute paid leave policy in any employee manual or handbook. For more information, please go to the Attorney General’s Earned Sick Time page at https://www.mass.gov/info-details/earned-sick-time or call 617-727-3465.

☐ In addition to displaying the Parental Leave Fact Sheet included on your state poster, the Parental Leave Act also requires employers to post their own policies regarding parental leave.

☐ In addition to displaying the Sexual Harassment notice included on your state poster, employers are required to post their company’s Sexual Harassment Policy. The Massachusetts Commission Against Discrimination provides a Model Sexual Harassment Policy for employers to use. This Policy may be found at the following website address: https://www.mass.gov/service-details/about-sexual-harassment-in-the-workplace.

☐ If applicants for employment are normally seen in an area other than where you post your federal labor law poster, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.

☐ If your state has an E-Verify law (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
  - Only employers who have registered should post the required posters, which can be downloaded free during registration.
  - DHS prohibits commercial sale of these posters by third parties.

For these reasons, E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at www.e-verify.gov or call 888-464-4218.

☐ Your state has a No Smoking law, and covered employers must post required signs in their places of business. The signs must be posted in specific locations, such as building or room entrances. These location requirements cannot be met by including a no smoking sign on your labor law poster. Therefore, employers must obtain and post any required signs. Poster Compliance Center provides Free Specialty Posters that include certain state-specific signs. You can download a No Smoking or Vaping sign for Massachusetts on our Free Specialty Labor Law Posters page at the following address: https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company’s industry, type of commerce, sector, location, or workforce, additional specialized notices may be required by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.
Notice of Benefits Available Under M.G.L. Chapter 175M
Paid Family and Medical Leave

Beginning on October 1, 2019:
• Employers will deduct payroll contributions from a covered individual’s wages or other earnings to fund PFML benefits.

Beginning on January 1, 2021:
• Covered individuals 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.
• Covered individuals may be entitled to up to 12 weeks of paid family leave in a benefit year related to 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.
• Covered individuals 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 with a serious health condition.

Beginning on July 1, 2021:
• Covered individuals may be entitled to up to 12 weeks of paid family leave to care for a family member with a serious health condition.

Covered individuals are eligible for no more than 26 total weeks, in the aggregate, of paid family and medical leave in a single benefit year.

Who is a Covered Individual Under the Law?

Generally, a worker qualifies as a covered individual and may be eligible for paid family and medical leave if:
• S/he is eligible for unemployment in Massachusetts and paid wages by a Massachusetts employer; or
• S/he resides in Massachusetts and is paid for contract services by a Massachusetts entity that is required to report payment for services on IRS Form 1099-MISC for more than 50 percent of its workforce; or
• S/he is a self-employed individual who resides and works in Massachusetts and chooses to opt-in to the program.

Job Protection

Generally, an employee who has taken paid family or medical leave must be restored to the employee’s previous position or to an equal position, with the same status, pay, employment benefits, length-of-service credit, and seniority as of the date of leave.

These job protections do not apply to contractors performing contract services or self-employed individuals.

Weekly Benefits

To fund PFML benefits, employers will deduct payroll contributions from a covered individual’s wages or other earnings beginning on Oct. 1, 2019. Covered individuals can apply for benefits beginning in January 2021 through the Department of Family and Medical Leave. A covered individual’s average weekly earnings will determine his or her benefit amount, for a maximum weekly benefit of up to $850.

No Retaliation or Discrimination

• It is unlawful for an employer to discriminate or retaliate against an employee for exercising any right to which s/he is entitled under the 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, and may be entitled to damages of as much as three times his or her lost wages.

Private Plans

If an employer offers employees paid family leave, medical leave, or both, with benefits that are at least as generous as those provided under the law, the employer may apply for an exemption from paying the contributions. Employees continue to be protected from discrimination and retaliation under the law even when an employer opts to provide paid leave benefits through a private plan.

If you have questions or concerns about your Paid Family and Medical Leave rights, please call:
(833)344-7365 or visit: https://www.mass.gov/DFML

Revised: 11/17/2020

This notice must be posted in a conspicuous place on the employer’s premises.
Minimum Wage
M.G.L. Chapter 151, Sections 1, 2, 3, 8, and 9
In Massachusetts, all employers are presumed to
be employees. The minimum wage applies to all
employees, except:
- agricultural workers (30% per hour
  than the minimum wage for most
  agricultural workers);
- members of a religious order;
- workers being trained in certain educational,
  nonprofit, or religious organizations, and
  outside-salaried.

Effective Date Minimum Wage Service Rate
January 1, 2017 $11.00 $3.75
January 1, 2019 $12.00 $4.35
January 1, 2020 $12.75 $4.95
January 1, 2023 $13.50 $5.55
January 1, 2025 $14.25 $6.15
January 1, 2027 $15.00 $6.75

Tips
The hourly "service rate" applies to workers who provide services to customers and who make more than $1.00 in tips.

Overtime
M.G.L. Chapter 151, Sections 1A and 18
Generally, employees who work more than 40 hours in any week must be paid overtime. Overtime pay is at least 1.5 times the regular rate of pay for each hour worked over 40 hours in a week.

Pay Deductions
M.G.L. Chapter 149, Sections 44, 45, 46, 47, 48, 49, 50
An employer cannot deduct money from an employee's pay unless the law allows it (such as state and federal income taxes), or the employee asked for the deduction to be made for the employee's own benefit (such as to put money aside in the employee's savings or bank account).

Payroll Records
M.G.L. Chapter 151, Sections 15
Payroll records must include the employee's name, address, job/occupation, amount paid each pay period, and hours worked each day and week.

Tips
Tips are subject to certain limitations, except employers must not pay one employee less for doing the same or comparable work as another employee of a different gender.

Small Necessities Leave
M.G.L. Chapter 152, Section 520
In some cases, employees have the right to take up to 4 hours unpaid leave every 12 months for:
- child's school activities;
- child's doctor or dentist appointment; or
- elderly relative's doctor or dentist appointments, or other appointments.

Sick Leave
M.G.L. Chapter 149, Section 148C
Most employees have the right to earn 1 hour of sick leave for every 30 hours they work, and they may use and take up to 40 hours of sick leave a year. Employees begin accruing sick time on their first day of work. Employers must have a policy that allows for sick leave to accumulate over time. If employees have more than 30 days in a row may need to provide two employer's documentation. If employees miss more than 3 days in a row may need to provide one employer's documentation.

Paid Sick Leave
M.G.L. Chapter 149, Section 150A
Employers with 11 or more employees must provide paid sick leave. Employers with fewer than 11 employees must provide sick leave; however, it does not have to be paid.

Rights of Temporary Workers
M.G.L. Chapter 149, Section 159C
To learn about the rights of temporary workers and employees hired through staffing agencies, call 617-444-0859 or go to
www.mass.gov/temp.

Rights of Workers on Public Works and Public Construction Workers
M.G.L. Chapter 149, Section 24-27H
Workers who work on public construction projects and certain other public work must be paid the prevailing wage, a minimum rate set by the Department of Labor Standards based on the type of work performed.

Domestic Violence Leave
M.G.L. Chapter 149, Section 52S
Employees who are victims, or whose family members are victims, of domestic violence, sexual assault, stalking or kidnaping have the right to 15 days of leave for related needs, such as health care, counseling, and victim services; safe housing; care and custody of their children; and legal help, protective orders, and going to court.

Employers Have the Right to Sue
M.G.L. Chapter 149, Section 150, M.G.L. Chapter 151, Sections 19 and 20
Employers have the right to sue their employer for most violations of wage and hour laws.

Employees Must Not Retaliate
M.G.L. Chapter 149, Section 148A, M.G.L. Chapter 151, Section 19
It is against the law for an employer to punish or discriminate against an employee for making a complaint or trying to enforce the rights explained in this poster.

Important!: There are strict deadlines for starting a lawsuit. For most cases, deadlines are 3 years from the violation.

Rights of Workers on Public Works and Public Construction

Workers who work on public construction projects and certain other public work must be paid the prevailing wage, a minimum rate set by the Department of Labor Standards based on the type of work performed.

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Contact the Attorney General's Fair Labor Division: (617) 727-3465 — www.mass.gov/agofairlabor

State law requires all employers to post this notice at a workplace in a location where it can be easily read. M.G.L. Chapter 151, Section 16; 454 CMR. 27.07(1)

Office of Massachusetts Attorney General
Maurya Healy
Fair Labor Hotline
(617) 727-3465
TTY (617) 727-4765

www.mass.gov/agofairlabor

Poster Compliance Center • www.postercompliance.com • 800-322-3636
S**exual Harassment at work does not have to be tolerated. It's Illegal.

If you are being sexually harassed, report it immediately to your supervisor or contact:

Sexual Harassment Officer

You can file a Complaint of Discrimination with the MA Commission Against Discrimination (MCAD) at one of the following locations:

**Boston Headquarters**
1 Ashburton Place, Ste. 601, Boston, MA 02108
Phone: 617-994-5000  Fax: 617-994-6024

**New Bedford**
128 Union St. Ste. 206, New Bedford, MA 02740
Phone: 774-510-5801  Fax: 744-510-5802

**Springfield**
436 Dwight Street, Rm. 220, Springfield, MA 01103
Phone: 413-739-2145  Fax: 413-739-1656

**Worcester**
484 Main Street, Rm. 320, Worcester, MA 01608
Phone: 508-453-9630  Fax: 508-755-3861

Established 1936, Massachusetts Commission Against Discrimination

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Grafic design donated by: Edga Hagan / DJ Duford / Boston
Massachusetts Commission Against Discrimination

PARENTAL LEAVE

An Act Relative to Parental Leave expands the current maternity leave law, G.L. c. 149, § 105D, which is enforced by the Massachusetts Commission Against Discrimination (MCAD). Currently, Massachusetts law requires employers with six or more employees to provide eight weeks of unpaid maternity leave for the purpose of giving birth or for the placement of a child under the age of 18, or under the age of 23 if the child is mentally or physically disabled, for adoption. The new law goes into effect on April 7, 2015 and expands the current leave law in the following ways:

The parental leave law is now gender neutral. Both men and women are entitled to parental leave.

If the employer agrees to provide parental leave for longer than 8 weeks, the employer must reinstate the employee at the end of the extended leave unless it clearly informs the employee in writing before the leave and before any extension of that leave, that taking longer than 8 weeks of leave shall result in the denial of reinstatement or the loss of other rights and benefits.

The law clarifies that the right to leave applies to employees who have completed an initial probationary period set by the terms of employment, but which is not greater than 3 months.

The law provides that if two employees of the same employer give birth to or adopt the same child, the two employees are entitled to an aggregate of 8 weeks of leave.

The law clarifies that an employee seeking leave must provide at least 2 weeks’ notice of the anticipated date of departure and the employee’s intention to return, but also permits the employee to provide notice as soon as practicable if the delay is for reasons beyond the employee’s control.

The law clarifies that an employee on parental leave for the adoption of a child shall be entitled to the same benefits offered to an employee on leave for the birth of a child.

The law expands the notice requirements, mandating that employers keep a posting in a conspicuous place describing the law’s requirements and the employer’s policies as to parental leave.

Boston: One Ashburton Place, Room 601, Boston, MA 02108; 617-994-6000
Springfield: 436 Dwight Street, Room 220, Springfield, MA 01103; 413-739-2145
Worcester: 484 Main Street, Room 320, Worcester, MA 01608; 508-453-9630
New Bedford: 800 Purchase, Room 501, New Bedford, MA 02740; 508-990-2390

Visit our website for more resources and instructions on filing a complaint: www.mass.gov/mcad

Formatted by HH 3/10/15
Information on Employees’ Unemployment Insurance Coverage

Employer name

Employer DUA ID #

Address

Employees of this business or organization are covered by Unemployment Insurance (UI), a program financed entirely by Massachusetts employers. No deductions are made from your salary to cover the cost of your Unemployment Insurance benefits.

If you lose your job, you may be entitled to collect Unemployment Insurance. Outlined below is the information you need in order to apply for Unemployment Insurance (UI) benefits. Before you file, your employer will give you a copy of the pamphlet: How to Apply for Unemployment Insurance Benefits, provided by the Massachusetts Department of Unemployment Assistance (DUA).

You must be in the United States, its territories, or Canada when filing a claim or certifying for weekly UI benefits.

There are two ways to apply for UI Benefits:

Apply by Using UI Online

UI Online is a secure, easy-to-use, self-service system. You can apply for benefits, reopen an existing claim, request weekly benefit payments, check your claim status, sign up for direct deposit, update your address, and even file an appeal online. To apply for benefits using UI Online, go to www.mass.gov/dua, and select UI Online for Claimants, and complete the required information to submit your application.

Apply by calling the TeleClaim Center

Unemployment Insurance services are available by telephone. You can apply for Unemployment Insurance benefits, reopen a current claim, obtain up-to-date information on the status of your claim and benefit payment, resolve problems, and sign up for direct deposit — all by telephone. To apply for benefits by telephone, call the TeleClaim Center at 1-877-626-6800 from area codes 351, 413, 508, 774, and 978; or 1-617-626-6800 from any other area code. You will be asked to enter your Social Security Number and the year you were born. You will then be connected to an agent who will take the information necessary to file your claim.

Note: During peak periods from Monday through Thursday, call scheduling may be implemented, providing priority for callers based on the last digit of their Social Security Number. This helps ensure that you and others can get through to the TeleClaim Center in a timely manner. Please check the schedule on the right before calling.

<table>
<thead>
<tr>
<th>If the last digit of your Social Security Number is:</th>
<th>Assigned day to call Teleclaim is:</th>
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<tbody>
<tr>
<td>0, 1</td>
<td>Monday</td>
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<td>2, 3</td>
<td>Tuesday</td>
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<tr>
<td>4, 5, 6</td>
<td>Wednesday</td>
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<td>7, 8, 9</td>
<td>Thursday</td>
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<tr>
<td>Any last digit</td>
<td>Friday</td>
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IMPORTANT: Massachusetts General Law, Chapter 151A, Section 62A requires that this notice be displayed at each site operated by an employer, in a conspicuous place, where it is accessible to all employees. It must include the name and mailing address of the employer, and the identification number assigned to the employer by the Department of Unemployment Assistance.

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

For hearing-impaired relay services, call 711.

www.mass.gov/dua
FAIR EMPLOYMENT IN MASSACHUSETTS

Applicants to and employees of private employers with 6 or more employees*, state and local governments, employment agencies and labor organizations are protected under Massachusetts General Laws Chapter 151B from discrimination on the following bases:

RACE, COLOR, RELIGION, NATIONAL ORIGIN, AGE, SEX, GENDER IDENTITY, SEXUAL ORIENTATION, GENETIC INFORMATION, ANCESTRY, MILITARY SERVICE
M.G.L. c. 151B protects applicants and employees from discrimination in hiring, promotion, discharge, compensation, benefits, training, classification and other aspects of employment on the basis of race, color, religion, national origin (including unlawful language proficiency requirements), age (if you are 40 years old or older), sex (including pregnancy), gender identity, sexual orientation, genetic information, ancestry, and military service. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose an undue hardship.

HARASSMENT
Sexual harassment includes sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (a) submission to or rejection of such advances, requests or conduct is made explicitly or implicitly a term or condition of employment or as a basis for employment decisions; (b) such advances, requests or conduct have the purpose or effect of unreasonably interfering with a person's work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment. The law also prohibits harassment based on the protected classes set forth above.

PARENTAL LEAVE
The law requires employers to grant an employee who has completed an initial probationary period and has given two (2) weeks' notice of the anticipated date of departure and the employee's intention to return, at least eight (8) weeks of paid or unpaid leave for the purpose of childbirth, adoption of a child under 18, or adoption of a child under 23 years old if the child has a mental or physical disability.

DISABILITY
M.G.L. c. 151B prohibits discrimination the basis of disability, a record of disability or perceived disability, in hiring, promotion, discharge, compensation, benefits, training, classification and other aspects of employment. Disability discrimination may include failing to reasonably accommodate an otherwise qualified person with a disability.

RETAILIATION
It is illegal to retaliate against any person because s/he has opposed any discriminatory practices or because s/he has filed a complaint, testified, or assisted in any proceeding before the Commission. It is also illegal to aid, abet, incite, compel or coerce any act forbidden under M.G.L. c. 151B, or attempt to do so.

DOMESTIC WORKERS
M.G.L. c. 151B prohibits discrimination and harassment against certain domestic workers where the employer has one (1) or more employee.* While some exclusions apply, domestic workers generally include individuals paid to perform work of a domestic nature within a household on a regular basis, such as housekeeping, housecleaning, nanny services, and/or caretaking. Employers are prohibited from engaging in sexual harassment and harassment and/or discrimination based on the protected classes described above, i.e. race, color, etc. Domestic workers are also entitled to parental leave.

CRIMINAL HISTORY INQUIRIES
The law prohibits employers from asking applicants on an initial employment application for any criminal background information unless an exemption by statute or regulation exists.

MENTAL HEALTH FACILITY ADMISSION INQUIRIES
Employers may not refuse to hire or terminate an employee for failing to furnish information regarding his/her admission to a facility for the care and treatment of mentally ill persons. An employment application may not seek information about an applicant's admission to such a facility.

IF YOU HAVE BEEN DISCRIMINATED AGAINST
If you feel you have been harassed or discriminated against, you should immediately file a charge of discrimination with the Massachusetts Commission Against Discrimination, www.mcad.gov, at one of the offices below.

An agreement with your employer to arbitrate your discrimination claim(s) does not bar you from filing a charge of discrimination.

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Springfield Office: 436 Dwight St., Room 220, Springfield, MA 01103 – P: 413-739-2145 F: 413-784-1056

For more information, please see our website: www.mass.gov/mcad/

Rev. 4/7/2015
NOTICE TO EMPLOYEES

The Commonwealth of Massachusetts

DEPARTMENT OF INDUSTRIAL ACCIDENTS
1 Congress Street, Suite 100, Boston, Massachusetts 02114-2017
617-727-4900 - http://www.state.ma.us/dia

As required by Massachusetts General Law, Chapter 152, Sections 21, 22 & 30, this will give you notice that I (we) have provided for payment to our injured employees under the above-mentioned chapter by insuring with:

_NAME OF INSURANCE COMPANY_

_ADDRESS OF INSURANCE COMPANY_

POLICY NUMBER EFFECTIVE DATES

_NAME OF INSURANCE AGENT_ ADDRESS PHONE #

EMPLOYER ADDRESS

EMPLOYER’S WORKERS’ COMPENSATION OFFICER (IF ANY) DATE

MEDICAL TREATMENT

The above named insurer is required in cases of personal injuries arising out of and in the course of employment to furnish adequate and reasonable hospital and medical services in accordance with the provisions of the Workers’ Compensation Act. A copy of the First Report of Injury must be given to the injured employee. The employee may select his or her own physician. The reasonable cost of the services provided by the treating physician will be paid by the insurer, if the treatment is necessary and reasonably connected to the work related injury. In cases requiring hospital attention, employees are hereby notified that the insurer has arranged for such attention at the

_NAME OF HOSPITAL_ ADDRESS

TO BE POSTED BY EMPLOYER
EARNED SICK TIME
Notice of Employee Rights

Beginning July 1, 2015, Massachusetts employees have the right to earn and take sick leave from work.

WHO QUALIFIES?

All employees in Massachusetts can earn sick time.

This includes full-time, part-time, temporary, and seasonal employees.

HOW IS IT EARNED?

- Employees earn 1 hour of sick time for every 30 hours they work.
- Employees can earn and use up to 40 hours per year if they work enough hours.
- Employees with unused earned sick time at the end of the year can rollover up to 40 hours.
- Employees begin earning sick time on their first day of work and may begin using earned sick time 90 days after starting work.

WILL IT BE PAID?

- If an employer has 11 or more employees, sick time must be paid.
- For employers with 10 or fewer employees, sick time may be unpaid.
- Paid sick time must be paid on the same schedule and at the same rate as regular wages.

WHEN CAN IT BE USED?

- An employee can use sick time when the employee or the employee's child, spouse, parent, or parent of a spouse is sick, has a medical appointment, or has to address the effects of domestic violence.
- The smallest amount of sick time an employee can take is one hour.
- Sick time cannot be used as an excuse to be late for work without advance notice of a proper use.
- Use of sick time for other purposes is not allowed and may result in an employee being disciplined.

CAN AN EMPLOYER HAVE A DIFFERENT POLICY?

Yes. Employers may have their own sick leave or paid time off policy, so long as employees can use at least the same amount of time, for the same reasons, and with the same job protections as under the Earned Sick Time Law.

RETALIATION

- Employees using earned sick time cannot be fired or otherwise retaliated against for exercising or attempting to exercise rights under the law.
- Examples of retaliation include: denying use or delaying payment of earned sick time, firing an employee, taking away work hours, or giving the employee undesirable assignments.

NOTICE & VERIFICATION

- Employees must notify their employer before they use sick time, except in an emergency.
- Employers may require employees to use a reasonable notification system the employer creates.
- If an employee is out of work for 3 consecutive days or uses sick time within 2 weeks of leaving his or her job, an employer may require documentation from a medical provider.

DO YOU HAVE QUESTIONS?

Call the Fair Labor Division at 617-727-3465
Visit www.mass.gov/ago/earnedsicktime

Commonwealth of Massachusetts
Office of the Attorney General
English - July 2016

The Attorney General enforces the Earned Sick Time Law and regulations. It is unlawful to violate any provision of the Earned Sick Time Law. Violations of any provision of the Earned Sick time law, M.G.L. c. 149, §148C, or these regulations, 940 CMR 33.00 shall be subject to paragraphs (1), (2), (4), (6) and (7) of subsection (b) of M.G.L. c. 149, §27C(b) and to §150. This notice is intended to inform. Full text of the law and regulations are available at www.mass.gov/ago/earnedsicktime.