

HOUSE No. 3231

The Commonwealth of Massachusetts

PRESENTED BY:

Cheryl A. Coakley-Rivera

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relative to discrimination in the workplace.

PETITION OF:

| NAME: | DISTRICT/ADDRESS: |
|---------------------------------|-----------------------|
| <i>Cheryl A. Coakley-Rivera</i> | <i>10th Hampden</i> |
| <i>Denise Andrews</i> | <i>2nd Franklin</i> |
| <i>Michael D. Brady</i> | <i>9th Plymouth</i> |
| <i>Tricia Farley-Bouvier</i> | <i>3rd Berkshire</i> |
| <i>Linda Dorcena Forry</i> | <i>12th Suffolk</i> |
| <i>Kay Khan</i> | <i>11th Middlesex</i> |
| <i>Paul McMurtry</i> | <i>11th Norfolk</i> |
| <i>James J. O'Day</i> | <i>14th Worcester</i> |
| <i>Ellen Story</i> | <i>3rd Hampshire</i> |
| <i>Benjamin Swan</i> | <i>11th Hampden</i> |
| <i>Aaron Vega</i> | <i>5th Hampden</i> |
| <i>Chris Walsh</i> | <i>6th Middlesex</i> |

HOUSE No. 3231

By Ms. Coakley-Rivera of Springfield, a petition (accompanied by bill, House, No. 3231) of Cheryl A. Coakley-Rivera and others relative to discrimination in the workplace. Labor and Workforce Development.

The Commonwealth of Massachusetts

In the Year Two Thousand Thirteen

An Act relative to discrimination in the workplace.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 SECTION 1. Section 1 of chapter 151B of the General Laws is hereby amended by
2 adding the following 3 definitions:-

3 24. The term “family caregiver” shall mean an individual who provides medical or
4 supervisory care to a family member with a serious health condition.

5 25. The term “family member” shall mean a person who is related to the family
6 caregiver by: (a) consanguinity; (b) legal custody; (c) marriage; or (d) a person with whom a
7 family caregiver lives in a familial relationship.

8 26. The term “serious health condition” shall mean an illness, injury, impairment, or
9 physical or mental condition which requires: inpatient care in hospital, hospice, or residential
10 medical care facility; or continuing supervision by a health care provider.

11 SECTION 2. Section 3 of chapter 151B of the General Laws, as appearing in the 2010
12 Official Edition, is hereby amended by inserting after the word “sex”, in lines 17 and 61, in each
13 instance, the following words:- , family caregiver status.

14 SECTION 3. Section 4 of said chapter 151B, as so appearing, is hereby amended by
15 inserting after the word “sex”, in lines 3, 69, 82, and 87 in each instance, the following words:- ,
16 family caregiver status.