

**HOUSE . . . . . No. 4163**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

*Sheila C. Harrington*

*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 severance payments.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Sheila C. Harrington</i>	<i>1st Middlesex</i>	<i>2/2/2021</i>

**HOUSE . . . . . No. 4163**

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By Mrs. Harrington of Groton, a petition (accompanied by bill, House, No. 4163) of Sheila C. Harrington relative to severance payments. Labor and Workforce Development.

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**The Commonwealth of Massachusetts**

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**In the One Hundred and Ninety-Second General Court  
(2021-2022)**  
\_\_\_\_\_

An Act relative to severance payments.

*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 148 of chapter 149 of the General Laws, as appearing in the 2018 Official  
2 Edition, is hereby amended by inserting after the first paragraph the following paragraph:-

3           Notwithstanding any other general or special law to the contrary, for the purposes of this  
4 section the word “wages” shall include, but not be limited to, any funds paid or agreed to be paid  
5 to an employee pursuant to a severance or other employment agreement or company policy,  
6 either prior to or after termination of the employee’s employment, where the funds paid or  
7 agreed to be paid are: (i) not for services that are actually performed, not made pursuant to an  
8 agreement to settle a claim and not based on performance criteria other than years of service; and  
9 (ii) paid or agreed to be paid periodically on either a weekly, bi-weekly, semi-monthly, monthly  
10 or annual basis with regular deductions; provided, however, that the word “wages” shall not  
11 include said funds when paid in a single lump sum.