

HOUSE No. 4163

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

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.

The Commonwealth of Massachusetts

**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.