SENATE No. 1207

The Commonwealth of Massachusetts

PRESENTED BY:

Adam G. Hinds

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 to protect working parents during the COVID-19 emergency.

PETITION OF:

NAME: DISTRICT/ADDRESS:

Adam G. Hinds

Berkshire, Hampshire, Franklin and Hampden

SENATE No. 1207

By Mr. Hinds, a petition (accompanied by bill, Senate, No. 1207) of Adam G. Hinds for legislation to protect working parents during the COVID-19 emergency. Labor and Workforce Development.

The Commonwealth of Alassachusetts

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

An Act to protect working parents during the COVID-19 emergency.

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

- SECTION 1. Notwithstanding any general or special law to the contrary, an employer
- 2 shall not terminate an employee who cannot physically report to work due to a lack of childcare.
- 3 An employer may require that an employee utilize paid time off including vacation, sick, and
- 4 personal time for any time that they cannot perform their duties due to a lack of childcare. An
- 5 employer shall, to the best of their ability, provide reasonable accommodations to employees
- 6 lacking childcare including, but not limited to telecommuting and flexible schedule
- 7 arrangements.
- 8 SECTION 2. An individual who is unable to perform their job functions due to a lack of
- 9 childcare and who has exhausted all of their paid time off benefits, shall be eligible for
- unemployment benefits until 90 days following the termination of the state of emergency
- declared March 10, 2020. Such employees shall then be entitled to return to their position.

- SECTION 3. This act shall expire 90 days following the termination of the state of
- emergency declared March 10, 2020.