SENATE No. 1218

The Commonwealth of Massachusetts

PRESENTED BY:

John F. Keenan

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 expanding access to commuter transit benefits offered by employers.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	
John F. Keenan	Norfolk and Plymouth	
Jack Patrick Lewis	7th Middlesex	2/26/2021
James B. Eldridge	Middlesex and Worcester	3/2/2021
Michael O. Moore	Second Worcester	3/6/2021
Bradley H. Jones, Jr.	20th Middlesex	3/10/2021
Susan L. Moran	Plymouth and Barnstable	3/16/2021
Walter F. Timilty	Norfolk, Bristol and Plymouth	3/17/2021

SENATE DOCKET, NO. 1548 FILED ON: 2/17/2021

SENATE No. 1218

By Mr. Keenan, a petition (accompanied by bill, Senate, No. 1218) of John F. Keenan, Jack Patrick Lewis, James B. Eldridge, Michael O. Moore and other members of the General Court for legislation to expand access to commuter transit benefits offered by employers. Labor and Workforce Development.

The Commonwealth of Massachusetts

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

An Act expanding access to commuter transit benefits offered by employers.

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. Chapter 149 of the General Laws, as appearing in the 2018 Official Edition,

2 is hereby amended by inserting after section 203 the following section:-

3 Section 204 (a) As used in this section, the following words, unless the context clearly

4 requires otherwise, shall have the following meanings:-

5 "Employee", any person who performs services for an employer for wage, remuneration,

6 or other compensation, including employees employed by a municipality, district, political

7 subdivision or its instrumentalities.

- 8 "Employer", any individual, corporation, partnership or other private or public entity,
 9 including any agent thereof, who engages the services of an employee for wages, remuneration
- 10 or other compensation, and including a municipality, district, political subdivision or its
- 11 instrumentalities; except the United States government shall not be considered an employer;

provided, however, that an individual employer shall be determined by the Federal EmployerIdentification Number.

"Pre-tax transportation fringe benefit", a pre-tax election transportation fringe benefit that provides commuter highway vehicle and transit benefits, consistent with the provisions and limits of section 132(f)(1)(A)(B)(D) of the United States Internal Revenue Code of 1986 (26 U.S.C. s.132(f)(1)(A)(B)(D)) at the maximum benefit levels allowable under federal law, to be deducted for those programs from an employee's gross income pursuant to section 132(f)(2) of the United States Internal Revenue Code of 1986 (26 U.S.C. s.132(f)(2)).

(b) Every employer in the Commonwealth of Massachusetts that employs at least 20
persons shall offer to all of that employer's employees, that are not covered by a collective
bargaining agreement, the opportunity to utilize a pre-tax transportation fringe benefit; provided,
nothing herein shall prevent an employer and employees covered by a collective bargaining
agreement from bargaining to include a pre-tax transportation fringe benefit in such agreement.

(c) Any employer found to be in violation of this section shall be liable for a fine of \$100
for a first violation. For each additional month in which an employer fails to offer a pre-tax
transportation fringe benefit shall constitute a subsequent violation and a fine of \$250 shall be
imposed for each subsequent violation. A fine shall not be imposed on any individual employer
more than once in a month.

30 (d) The Executive Office of Labor and Workforce Development shall direct a public
 31 multilingual awareness campaign in conjunction with the Massachusetts Bay Transportation
 32 Authority that encourages the public to contact employers about pre-tax transportation fringe
 33 benefits and shall coordinate such campaign with regional planning agencies, transportation

2 of 3

34 management associations, regional transportation authorities, chambers of commerce, private 35 and non-profit providers of public transportation, and other transportation stakeholders. The 36 Office shall prepare and disseminate model multilingual written materials to be used by 37 employers to notify employees of the pre-tax transportation fringe benefits offered. 38 (e) The Secretary of Labor and Workforce Development shall adopt regulations to ensure compliance and implementation of the provisions of this section, including but not limited to, 39 40 (1) a process by which employees and others can confidentially report non-compliant 41 employers. 42 SECTION 2. Subsection (c) of Section 1 shall take effect one year after the passage of

43 this act.