

HOUSE No. 2109

The Commonwealth of Massachusetts

PRESENTED BY:

Kenneth I. Gordon

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 amending the Massachusetts Paid Family Medical Leave Law definitions of a covered business entity and a covered contract worker.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Kenneth I. Gordon</i>	<i>21st Middlesex</i>	<i>1/10/2025</i>
<i>Samantha Montaño</i>	<i>15th Suffolk</i>	<i>4/4/2025</i>
<i>Lindsay N. Sabadosa</i>	<i>1st Hampshire</i>	<i>4/4/2025</i>
<i>Steven Ultrino</i>	<i>33rd Middlesex</i>	<i>4/4/2025</i>
<i>Sean Garballey</i>	<i>23rd Middlesex</i>	<i>4/4/2025</i>
<i>David Henry Argosky LeBoeuf</i>	<i>17th Worcester</i>	<i>4/7/2025</i>
<i>Margaret R. Scarsdale</i>	<i>1st Middlesex</i>	<i>5/9/2025</i>
<i>Christopher Hendricks</i>	<i>11th Bristol</i>	<i>6/2/2025</i>
<i>Mark D. Sylvia</i>	<i>10th Bristol</i>	<i>6/2/2025</i>
<i>Tram T. Nguyen</i>	<i>18th Essex</i>	<i>6/25/2025</i>
<i>Natalie M. Higgins</i>	<i>4th Worcester</i>	<i>8/11/2025</i>
<i>Lisa Field</i>	<i>3rd Bristol</i>	<i>8/28/2025</i>
<i>Kristin E. Kassner</i>	<i>2nd Essex</i>	<i>10/22/2025</i>

HOUSE No. 2109

By Representative Gordon of Bedford, a petition (accompanied by bill, House, No. 2109) of Kenneth I. Gordon relative to the definitions of covered business entities and covered contract workers under paid family medical leave. Labor and Workforce Development.

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-Fourth General Court
(2025-2026)**

An Act amending the Massachusetts Paid Family Medical Leave Law definitions of a covered business entity and a covered contract worker.

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 of chapter 175M of the General Laws is hereby amended by striking out the
2 definition of “Covered business entity” as appearing in the 2022 Official Edition, in lines 24
3 through 27, and inserting in place thereof the following: -

4 “Covered business entity”, a business or trade whose workforce is comprised of 50 per
5 cent or more individuals that it contracts with or receives services from who are not employees
6 under the test set forth in section 2 of chapter 151A of the General Laws.

7 And by striking out the definition of “Covered contract worker” as so appearing, in lines
8 28 through 32, and inserting in place thereof the following: -

9 “Covered contract worker”, an individual who is not an employee under the test set forth
10 in section 2 of chapter 151A of the General Laws and for whom an employer or covered business

- 11 entity is required to remit contributions to the Family and Employment Security Trust Fund
- 12 pursuant to section 6.