

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

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**The Commonwealth of Massachusetts**

PRESENTED BY:

*Mike Connolly*

*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 provide paid family and medical leave to educators and municipal employees.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Mike Connolly</i>	<i>26th Middlesex</i>	<i>1/16/2025</i>

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

[Pin Slip]

**The Commonwealth of Massachusetts**

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

An Act to provide paid family and medical leave to educators and municipal employees.

*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. Section 1 of chapter 175M of the General Laws is hereby amended by  
2 striking the definition of “employer” and inserting the following:-

3 "Employer", shall have the same meaning as provided in subsection (i) of section 1 of  
4 chapter 151A; provided, however, that an individual employer shall be determined by the  
5 Federal Employer Identification Number; provided further, that, notwithstanding any general or  
6 special law to the contrary, the PCA quality home care workforce council established in section  
7 71 of chapter 118E shall be the employer of personal care attendants, as defined in section 70 of  
8 said chapter 118E, solely for the purposes of section 6 and consumers, as defined in said section  
9 70 of said chapter 118E, shall be considered the employers of personal care attendants solely for  
10 the purposes of the notice requirements set forth in subsections (a) and (b) of section 4 and  
11 subsection (d) of section 8; provided further, that, notwithstanding any general or special law to  
12 the contrary, the department of early education and care shall be the employer of family child  
13 care providers, as defined in subsection (a) of section 17 of chapter 15D, solely for the purposes

14 of section 6 and the notice provisions set forth in subsections (a) and (b) of section 4 and  
15 subsection (d) of section 8; provided further, that, notwithstanding any general or special law to  
16 the contrary, a school district as defined in section 2 of chapter 70 or an education collaborative  
17 as established under section 4E of chapter 40 shall be considered a covered employer and shall  
18 not be subject to section 10 of this chapter; provided further, that any employer not subject to this  
19 chapter may become a covered employer under this chapter by notifying the department of  
20 family and medical leave and completing the procedure established by the department; and  
21 provided further, that a municipality, district, political subdivision or its instrumentalities shall  
22 not be subject to this chapter unless it adopts this chapter under section 10.

23 SECTION 2. Section 2 of said chapter 175M is hereby amended by striking out  
24 subsection (f) and inserting in place thereof the following subsection: -

25 (f) Notwithstanding subsection (e) or any other general or special law to the contrary, the  
26 taking of family or medical leave shall not affect an employee's right to accrue vacation time,  
27 sick leave, bonuses, advancement, seniority, length-of-service credit, creditable service as  
28 defined in section 1 of chapter 32, or other employment benefits, plans or programs. During the  
29 duration of an employee's family or medical leave, the employer shall provide for, contribute to  
30 or otherwise maintain the employee's employment-related health insurance benefits, if any, at the  
31 level and under the conditions coverage would have been provided if the employee had  
32 continued working continuously for the duration of such leave.

33 SECTION 3. Section 6 of said chapter 175M is hereby amended by adding after  
34 subsection (c) (2) the following subsections: -

35           (3) For a school district as defined in section 2 of chapter 70 or an education collaborative  
36 as established under section 4E of chapter 40 the required employer's portion of the contribution  
37 for medical leave pursuant to (c) (1) and family leave pursuant to (c) (2) of this section shall be  
38 paid for and remitted to the trust fund by the commonwealth.

39           (4) A Municipality may adopt this chapter for municipal employees and/or bargaining  
40 units of municipal employees pursuant to Section 10 of this chapter, provided that for all such  
41 employees the required employer's portion of the contribution for medical leave pursuant to (c)  
42 (1) and family leave pursuant to (c) (2) of this section shall be paid for and remitted to the trust  
43 fund by the commonwealth.