

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

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**The Commonwealth of Massachusetts**

PRESENTED BY:

*Natalie M. Blais*

*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 establishing a special commission on paid family and medical leave for public employees.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Natalie M. Blais</i>	<i>1st Franklin</i>	<i>1/17/2025</i>

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

[Pin Slip]

**The Commonwealth of Massachusetts**

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

An Act establishing a special commission on paid family and medical leave for public 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           There shall be a special commission pursuant to section 2A of chapter 4 of the General  
2   Laws to study the socio-economic impacts of and possible funding mechanisms for providing  
3   public and quasi-public employees with universal paid family and medical leave, as established  
4   under chapter 175M of the General Laws.

5           The commission shall study and prepare a report including, but not limited to: (i) the  
6   costs associated with providing universal paid family medical leave to all public employees; (ii)  
7   the available or potential new funding mechanisms to establish state universal paid family  
8   medical leave for all public employees; (iii) the socio-economic impacts for workforce and  
9   economic development in the commonwealth of providing universal paid family and medical  
10   leave for all public employees, and the socio-economic impacts for workforce and economic  
11   development in the commonwealth of not providing universal paid family and medical leave for  
12   all public employees; (iv) the equity gap for women, individuals who identify as lesbian, gay,  
13   bisexual, transgender or queer and individuals from historically marginalized communities in

14 paid family and medical leave coverage; and (v) recommendations to implement universal paid  
15 family and medical leave for all public and employees in the commonwealth.

16 The commission shall include the house and senate chairs of the joint committee on labor  
17 and workforce development, who shall serve as co-chairs, the governor or a designee, the  
18 speaker of the house of representatives or a designee, the president of the senate or a designee,  
19 the minority leader of the house of representatives or a designee, the minority leader of the  
20 senate or a designee, the house and senate chairs of the joint committee on education or a  
21 designee, the chairs of the joint committee on municipalities and regional government or a  
22 designee, a member of the commission on the status of women, a member of the commission on  
23 the status of African Americans, a member of the commission on the status of Latinos and  
24 Latinas, and 1 member to be appointed by each of the following organizations: the  
25 Massachusetts Municipal Association, the Massachusetts Taxpayer Foundation, the  
26 Massachusetts Budget and Policy Center, the Massachusetts Teachers Association, and SEIU  
27 Local 509. Members shall not receive compensation for their services but may receive  
28 reimbursement for the reasonable expenses incurred in carrying out their responsibilities as  
29 members of the commission. The department of revenue shall provide reasonable technical  
30 assistance, as needed, to the chairs of the commission.

31 Prior to issuing its recommendations, the commission shall conduct not fewer than 3  
32 public hearings across regions of the commonwealth. The commission shall file its report on or  
33 before July 30, 2026. A copy of the report and recommendations shall be made publicly  
34 available on the Massachusetts legislature's website, submitted to the secretary of the executive  
35 office of labor and workforce development, the secretary of administration and finance, the

36 speaker of the house and the president of the senate and the clerks of the senate and house of  
37 representatives.