

Paid Family and Medical Leave



S.2446 An Act establishing a family and medical leave and temporary disability leave insurance program

Summary

- 1 Creates a system for paid, job-protected leave for employees who must take time off from work to recover from their own serious health condition or to care for a new child or ill family member.
- 2 Requires employers to offer employees up to 16 weeks of paid leave for family care and up to 26 weeks for temporary disability leave. Employees would be eligible for benefits after 1,250 hours of service for the employer, the current federal Family and Medical Leave Act (FMLA) standard.
- 3 Protects and prevents retaliation against employees who use family or medical leave. Employees who take paid leave must be restored to their previous position, or to a substantially similar position, and they must remain eligible for previously accrued vacation time, sick time, bonuses, advancement or other employment benefits.

The lead Sponsor of this bill was Karen E. Spilka (D- Ashand)



Senator Karen E. Spilka

@KarenSpilka

Chair, Senate Committee on Ways and Means



Senator Daniel A. Wolf

@SenatorDanWolf

Chair, Joint Committee on Labor and Workforce Development



This Legislation was passed on:
July 30, 2016

STATUS



Sent to House

While certain Massachusetts workers currently have access to unpaid leave under the federal Family and Medical Leave Act (FMLA), nearly 40% of workers are not eligible and even those who are eligible don't take it. A 2012 U.S. Department of Labor report points to the inability to afford unpaid leave as the primary reason workers do not take full advantage of leave under FMLA.

RESPONSE

**The
Boston
Globe**

"We have to find a way to embrace it if we want equality to happen. Women bear the burden of care. The truth is, it often falls to women. When we don't have paid leave, it penalizes them."

- Beth Monaghan, Chief Executive of InkHouse
Public Relations

"We applaud the Senate's passage of this legislation, that would guarantee that no one be forced to choose between the job they need and the people they love."

- Unitarian Universalist Massachusetts Action



INFOGRAPHICS

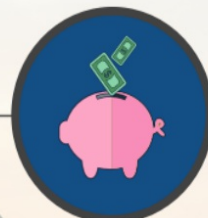
Paid Family and Medical Leave



Up to 16 weeks for Family Care Leave



Up to 26 weeks for Temporary Disability Leave



90% of wages, up to \$1,000 per week, by 2020



Benefit costs may be split 50/50 between employer and employee

@Ma_Senate

S.2446

#PFML