



# **New Massachusetts Parental Leave Law Extends Protections to Male Employees**

Insights

1.13.15

With very little fanfare or media attention, Massachusetts Governor Patrick signed a bill into law the day before he left office that establishes parental leave in Massachusetts for both female and male employees. Effective April 7, 2015, the new law will replace the current Massachusetts Maternity Leave Act (MLA), which provides only female employees with eight weeks of job-protected maternity leave for the birth or adoption of a child. Extending parental leave to male employees will require significant policy changes for Massachusetts employers with less than 50 employees, as they are not already covered by the Family and Medical Leave Act (FMLA) which applies to both male and female employees.

[Learn more.](#)