

## Earned Sick Leave Becomes Law in Massachusetts

Insights

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On November 4, 2014, Massachusetts voters passed a ballot measure to provide earned paid sick leave to employees. Effective July 1, 2015, employers with more than 10 employees will be required to allow all employees who work in Massachusetts to accrue and use up to 40 hours of paid sick leave per calendar year. Employers with 10 or fewer employees will be required to allow their employees to earn and use up to 40 hours of unpaid sick leave.

However, employers that already provide their employees paid time off under a paid time off, vacation, or other paid leave policy are not required to provide any additional paid sick time under this law, provided they permit employees to use at least 40 hours per calendar year for the purposes covered under the law. Furthermore, this law does not override any employer's obligations under any collective bargaining agreement, contract, or benefit plan with more generous provisions.

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