

MASSACHUSETTS

Labor Laws

M.G.L. c. 151B protects applicants and employ discharge, compensation, benefits, training, c on the basis of race, color, religion, disability, proficiency requirements), age (if you are 40 y elated to pregnancy, gender identity, sexual military service. Religious discrimination inclu **Minimum Wage** employee's religious practices where the acco Wage and Hour Laws HARASSMENT Office of Massachusetts Sexual harassment includes sexual advances physical conduct of a sexual nature when (a) **Attorney General** equests or conduct is made explicitly or impl Maura Healey pasis for employment decisions; (b) such adv effect of unreasonably interfering with a pers nostile, humiliating or sexually offensive work **Fair Labor Hotline** OFFICE OF THE ATTORNEY GENERAL based on the protected classes set forth abo www.mass.gov/ago/fairlabor (617) 727-3465 COMMONWEALTH OF MASSACHUSETTS PREGNANCY TTY (617) 727-4765 The Pregnant Workers Fairness Act prohibits e pregnancy and pregnancy-related conditions, State law requires all employers to post this notice at the workplace in a location where it can easily be read. milk for a nursing child, and describes employ lactating and the protections these employee M.G.L. Chapter 151, Section 16; 454 C.M.R. 27.07(1) PARENTAL LEAVE M.G.L. Chapter 151, Sections 1, 2, 2A, and 7 Employees are eligible for this leave if the employer has at least 50 employees and the employee Minimum Wage The law requires employers to grant an emplo period and has given two (2) weeks' notice of been employed for at least 12 months by the employer and emplovee's intention to return, at least eight (Effective Date Minimum Wage Service Rates In Massachusetts, all workers are worked at least 1,250 hours for the employer during the previous 12-month period. childbirth, adoption of a child under 18, or ad presumed to be employees. The mental or physical disability. anuary 1, 2017 \$11.00 \$3.75 ninimum wage applies to **all** 454 C.M.R. 27.04(1) **Reporting Pav** DISABILITY employees, except: Most employees must be paid for 3 hours at no less than minimum wage if the employee is nuary 1, 2019 \$12.00 \$4.35 agricultural workers (\$8.00 per scheduled to work 3 or more hours, and reports to work on time, and is not given the expected hour is the minimum wage for hours of work \$4.95 January 1, 2020 \$12.75 most agricultural workers), members of a religious order, M.G.L. Chapter 149, Section 159C **Rights of Temporary Workers** anuary 1, 2021 \$13.50 \$5.55 workers being trained in certain To learn about rights of temporary workers and employees hired through staffing agencies, call: educational, nonprofit, or 617-626-6970 or go to: www.mass.gov/dols. anuary 1, 2022 \$14.25 \$6.15 religious organizations, and outside salespeople. Rights of Domestic Workers M.G.L. Chapter 149, Section 190 January 1, 2023 \$15.00 \$6.75 o learn about additional rights for workers who provide housekeeping, cleaning, childcare, cooking, home management, elder care, or similar services in a household, go to M.G.L. Chapter 149, Section 152A; M.G.L. Chapter 151, Section 7 Tips **NOTICE:** Under the Massachusetts Preq www.mass.gov/ago/DW. The hourly "service rate" applies to workers who provide services to customers and who make more or a condition related to pregnancy. The han \$20 a month in tips: **Public Works and Public Construction Workers** For more information, contact the Masse The average hourly tips, plus the hourly service rate paid to the worker must add up to the M.G.L. Chapter 149, Section 26-27H inimum wage per each shift. Workers who work on public construction projects and certain other public work must be paid the Employers, owners and employees with managerial or supervisory responsibilities on a given day prevailing wage, a minimum rate set by the Department of Labor Standards based on the type of must never take any of your tips work performed. Fips and service charges listed on a bill must be given only to wait staff, service bartenders, or other Sexual Harassment ervice employees Domestic Violence Leave M.G.L. Chapter 149, Section 52E Fip pooling is allowed only for wait staff, service bartenders, and other service employees. Employees who are victims, or whose family members are victims, of domestic violence, sexual assault, stalking or kidnapping have the right to 15 days of leave for related needs, such as health Overtime M.G.L. Chapter 151, Sections 1A and 1B care, counseling, and victims services; safe housing; care and custody of their children; and legal Generally, employees who work more than 40 hours in any week must be paid overtime. Overtime help, protective orders, and going to court. pay is at least 1.5 x the regular rate of pay for each hour worked over 40 hours in a week. The leave can be paid or unpaid depending on the employer's policy. This law applies to employers For some employees who get paid the "service rate," the overtime rate is 1.5 x the basic minimum with 50 or more employees wage, not the service rate. Exception: Under state law, some jobs and workplaces are exempt from overtime. For a complete list Employees Have the Right to Sue M.G.L. Chapter 149, Section 150; If you are being sexually hara of overtime exemptions, visit www.mass.gov/ago/fairlabor or call the Attorney General's Fair Labor M.G.L. Chapter 151, Sections 1B and 20 Division at (617) 727-3465 Employees have the right to sue their employer for most violations of wage and hour laws. Employees may sue as an individual or they may sue their employer as a group if they have similar M.G.L. Chapter 149, Section 148; 454 C.M.R. 27.02 Payment of Wages pmplaints. Employees who win their case will receive back pay, triple damages, attorneys' fees, and The law says when, what, and how employees must be paid. An employee's pay (or wages) includes court costs payment for all hours worked, including tips, earned vacation pay, promised holiday pay, and You can file a *Important!* There are strict deadlines for starting a lawsuit. For most cases, the deadline is 3 years earned commissions that are definitely determined, due and payable. after the violation Hourly employees must be paid every week or every other week (bi-weekly). The deadline to pay is 6 or 7 days after the pay period ends, depending on how many days an employee worked during **Employers Must Not Retaliate** M.G.L. Chapter 149, Section 148A; one calendar week. M.G.L. Chapter 151, Section 19 **ONE ASHBURTON** mployees who quit must be paid in full on the next regular payday or by the first Saturday after It is against the law for an employer to punish or discriminate against an employee for making a **R**оом **601** hey quit (if there is no regular payday). Employees who are *fired* or *laid off* must be paid in full on complaint or trying to enforce the rights explained in this poster. heir last dav of work. BOSTON, MA 02 The laws explained in this poster apply to all workers, regardless of immigration status, including M.G.L. Chapter 149, Section 148 617/994-6000 Pavstub Information undocumented workers. If an employer reports or threatens to report a worker to immigration 617/994-6196 All employees must get a statement, at no cost, with their pay that says the name of the employer authorities because the worker complained about a violation of rights, the employer can be and employee, the date of payment (month, day, and year), the number of hours worked during the prosecuted and/or subject to civil penalties. pay period, the hourly rate, and all deductions or increases made during the pay period. ployees Under 18 – Child Labor M.G.L. Chapter 149, Sections 56–10 M.G.L. Chapter 149, Section 148; 454 C.M.R. 27.05 Pay Deductions All employers in Massachusetts must follow state and federal laws for employees who are under 18 An employer cannot deduct money from an employee's pay unless the law allows it (such as state (minors). These laws say when, where, and how long minors may work. They also say what kinds of and federal income taxes), or the employee asked for a deduction to be made for the employee's work or tasks minors must NOT do. own benefit (such as to put money aside in the employee's savings account). Work Permits Required - Most workers under 18 must obtain a work permit. Employers Earned Sick Time An employer cannot take money from an employee's pay for the employer's ordinary business costs must keep their minor workers' work permits on file at the worksite. To get a work permit, for example: supplies, materials or tools needed for the employee's job). An employer who requires the minor must apply to the superintendent of the school district where the minor lives or an employee to buy or rent a uniform must refund the actual costs to the employee. goes to school. To learn more about getting a work permit, contact the Department of Labor he law also puts limits on when and how much money an employer can take from an employee's Standards at (617) 626-6975, or www.mass.gov/dols. pay for housing and meals the employer gives to the employee. Dangerous Jobs & Tasks Minors Must Not Do Begin 454 C.M.R. 27.02 -lours Worked Must Not Aae WHO QUALIFIES? lours worked or "working time" includes all time that an employee must be on duty at the 16&17 Drive most motor vehicles or forklifts All employees in Massachusetts can earn s mployer's worksite or other location, and works before or after the normal shift to complete the • Work at a job that requires that the employee have or use a firearm This includes full-time, part-time, temporar • Use, clean or repair certain kinds of power-driven machines **HOW IS IT EARNED?** • Handle, serve, or sell alcoholic beverages Meal Breaks M.G.L. Chapter 149, Sections 100 and 101 Employees earn 1 hour of sick time for e • Work 30 or more feet off of the ground Nost employees who work more than 6 hours must get a 30-minute meal break. During their meal Employees can earn and use up to 40 h Cook (except on electric or gas grills that do not have open flames), operate 14 & 15 preak, employees must be free of all duties and free to leave the workplace. If, at the request of Employees with unused earned sick tim fryolators, rotisseries, NEICO broilers, or pressure cookers he employer, an employee agrees to work or stay at the workplace during the meal break, the • Operate, clean or repair power-driven food slicers, grinders, choppers, mployee must get paid for that time. processors, cutters, and mixers Employees begin earning sick time on M.G.L. Chapter 151, Section 15 • Work in freezers or meat coolers Pavroll Records earned sick time 90 days after starting w Perform any baking activities Payroll records must include the employee's name, address, job/occupation, amount paid each pay **NILL IT BE PAID?** • Work in or near factories, construction sites, manufacturing plants, period, and hours worked (each day and week). If an employer has 11 or more employee mechanized workplaces, garages, tunnels, or other risky workplaces mployers must keep payroll records for 3 years. Employees have the right to see their own payroll For employers with 10 or fewer employe records at reasonable times and places. Under 14 Minors under 14 cannot work in Massachusetts in most cases. Paid sick time must be paid on the same These are just some examples of tasks prohibited under both state and federal law. For a WHEN CAN IT BE USED? M.G.L. Chapter 149, Section 148C Sick Leave complete list of prohibited jobs for minors, contact the Attorney General's Fair Labor Division: An employee can use sick time when th Most employees have the right to earn 1 hour of sick leave for every 30 hours they work, and they (617) 727-3465 • www.mass.gov/ago/youthemployment. Or contact the U.S. Department of Labor: parent, or parent of a spouse is sick, has nav earn and take up to 40 hours of sick leave a vear. Employees begin accruing sick time on their (617) 624-6700 • www.youth.dol.gov effects of domestic violence. irst day of work. Employees must have access to their sick leave 90 days after starting work. **Time & Schedule Restrictions for Minors** The smallest amount of sick time an em ligible employees may use their sick leave if they or their child, spouse, parent, or spouse's parent s sick, injured, or has a routine medical appointment. They may also use sick leave for themselves Sick time cannot be used as an excuse to Must not work At any time: or their child to address the effects of domestic violence. proper use. 16&17 At **night**, from 10 p.m. to 6 a.m. (or past • More than **9 hours** per day Jnless it is an emergency, employees must notify the employer before using sick leave. Use of sick time for other purposes is no 10:15 if the employer stops serving • More than **48 hours** per week mployees who miss more than 3 days in a row may need to provide their employer a doctor's note. disciplined. customers at 10 p.m.) More than **6 days** per week CAN AN EMPLOYER HAVE A DIFFEREN Paid Sick Leave Exception: On non-school nights, may Yes. Employers may have their own sick leave work until 11:30 p.m. or until midnight, if mployers with 11 or more employees must provide paid sick leave. Employers with fewer than 11 employees can use at least the same amou mployees must provide sick leave; however, it does not need to be paid. working at a restaurant or racetrack. with the same job-protections as under the 14&15 At **night**, from 7 p.m. to 7 a.m. *Exception:* In summer (July 1 – Labor Day), may M.G.L. Chapter 149, Section 105A; Employers Must <u>Not</u> Discriminate work until 9 p.m. M.G.L. Chapter 151B, Section 4 **During the School Year:*** When school is not in ubject to certain limited exceptions, employers must not pay one employee less for doing the During school hours session: same or comparable work as another employee of a different gender. Parental Leave • More than **3 hours** on any school day • More than **8 hours** on any day ney must not discriminate in hiring, pay or other compensation, or other terms of employment • More than **18 hours** during any week • More than **40 hours** per week based on a person's: More than **8 hours** on any weekend
 More than **6 days** per week Race or color or holidav An Act Relative to Parental Leave expands Religion, national origin, or ancestry § 105D, which is enforced by the Massachu Sex (including pregnancy) *Exception: For school-approved career or experience-building jobs, students may be allowed to (MCAD). Currently, Massachusetts law requi work during the school day, up to 23 hours a week. Military service provide eight weeks of unpaid maternity le Sexual orientation or gender identity or expression Adult Supervision Required After 8 p.m. - After 8 p.m., all minors must be directly supervised placement of a child under the age of 18. o by an adult who is located in the workplace and is reasonably accessible. *Exception:* Adult Genetic information or disability physically disabled, for adoption. The new supervision is not required for minors working at a kiosk or stand in a common area of an he current leave law in the following ways: enclosed shopping mall that has security from 8 p.m. until the mall closes. M.G.L. Chapter 149, Section 52D Small Necessities Leave The parental leave law is now gender ne parental leave. n some cases, employees have the right to take up to 24 hours unpaid leave every 12 months for If the employer agrees to provide paren employer must reinstate the employee child's school activities, clearly informs the employee in writing child's doctor or dentist appointment, or of that leave, that taking longer than 8 elderly relative's doctor or dentist appointments, or other appointments. reinstatement or the loss of other rights The law clarifies that the right to leave a (?) Contact the Attorney General's Fair Labor Division: an initial probationary period set by the greater than 3 months. (617) 727-3465 – www.mass.gov/ago/fairlabor The law provides that if two employees Rev. 06/2021 the same child, the two employees are The law clarifies that an employee seeki notice of the anticipated date of depart **NOTICE:** This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal but also permits the employee to provi

inimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

	an a	
Discrimination Epir Employment	t in Massachusetts	Unemployment Ins. MASSACHUSETTS DEPARTMENT OF
		UNEMPLOYMENT ASSISTANCE
	*, state and local governments, employment agencies and labor organizations apter 151B from discrimination on the following bases:	Information Abou
RACE, COLOR, RELIGION, DISABILITY, NATIONAL ORIGIN, AGE, SEX, PREGNANCY AND PREGNANCY-RELATED CONDITIONS, GENDER IDENTITY, SEXUAL	M.G.L. c. 151B prohibits discrimination the basis of disability, a record of disability or perceived disability, in hiring, promotion, discharge, compensation, benefits, training, classification and	Unemployment Insu
ORIENTATION, GENETIC INFORMATION, ANCESTRY, MILITARY SERVICE M.G.L. c. 151B protects applicants and employees from discrimination in hiring, promotion,	other aspects of employment. Disability discrimination may include failing to reasonably accommodate an otherwise qualified person with a disability.	
discharge, compensation, benefits, training, classification and other aspects of employment on the basis of race, color, religion, disability, national origin (including unlawful language proficiency requirements), age (if you are 40 years old or older), sex, pregnancy or a condition	RETALIATION It is illegal to retaliate against any person because s/he has opposed any discriminatory practices	Employer's DUA ID Number
related to pregnancy, gender identity, sexual orientation, genetic information, ancestry, and military service. Religious discrimination includes failing to reasonably accommodate an	or because s/he has filed a complaint, testified, or assisted in any proceeding before the Commission. It is also illegal to aid, abet, incite, compel or coerce any act forbidden under M.G.L. c. 151B, or attempt to do so.	Employer's Address
employee's religious practices where the accommodation does not impose an undue hardship.	DOMESTIC WORKERS	Employees of this business or organization are covered by Unemployment Insurance (UI), a
Sexual harassment includes sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (a) submission to or rejection of such advances,	M.G.L. c. 151B prohibits discrimination and harassment against certain domestic workers where the employer has one (1) or more employee.* While some exclusions apply, domestic workers generally include individuals paid to perform work of a domestic nature within a household on a	from your salary to cover the cost of your Unemployment Insurance benefits. If you lose your job, you may be entitled to collect Unemployment Insurance. Outlined below
requests or conduct is made explicitly or implicitly a term or condition of employment or as a basis for employment decisions; (b) such advances, requests or conduct have the purpose or	regular basis, such as housekeeping, housecleaning, nanny services, and/or caretaking. Employers are prohibited from engaging in sexual harassment and harassment and/or discrimination based	benefits. Before you file, your employer will give you a copy of the pamphlet: <i>How to Apply fo</i> Unemployment Assistance (DUA).
effect of unreasonably interfering with a person's work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment. <i>The law also prohibits harassment</i>	on the protected classes described above, i.e. race, color, etc. Domestic workers are also entitled to parental leave.	You must be in the United States, its territories, or Canada when filing a claim or certify
based on the protected classes set forth above. PREGNANCY	CRIMINAL HISTORY INQUIRIES The law prohibits employers from asking applicants on an initial employment application for any	There are two ways to a
The Pregnant Workers Fairness Act prohibits employment discrimination on the basis of pregnancy and pregnancy-related conditions, such as lactation or the need to express breast	criminal background information unless an exemption by statute or regulation exists. MENTAL HEALTH FACILITY ADMISSION INQUIRIES	Apply by using UI Online
milk for a nursing child, and describes employers' obligations to employees that are pregnant or lactating and the protections these employees are entitled to receive.	Employers may not refuse to hire or terminate an employee for failing to furnish information regarding his/her admission to a facility for the care and treatment of mentally ill persons. An	UI Online is a secure, easy-to-use, self-service system. You can apply for benefits, reopen an edirect deposit, update your address, and even file an appeal online. To apply for benefits using the secure of the s
PARENTAL LEAVE The law requires employers to grant an employee who has completed an initial probationary	employment application may not seek information about an applicant's admission to such a facility.	the required information to submit your application. Apply by calling the TeleClaim Center
period and has given two (2) weeks' notice of the anticipated date of departure and the employee's intention to return, at least eight (8) weeks of paid or unpaid leave for the purpose of	IF YOU HAVE BEEN DISCRIMINATED AGAINST	Unemployment Insurance services are available by phone. You can apply for Unemploymen status of your claim and benefit payment, resolve problems, and sign up for direct deposit, a
childbirth, adoption of a child under 18, or adoption of a child under 23 years old if the child has a mental or physical disability.	If you feel you have been harassed or discriminated against, you should <u>immediately</u> file a charge of discrimination with the Massachusetts Commission Against Discrimination , www.mcad.gov, at one of the offices below. An agreement with your employer to arbitrate	6800. You will be asked to enter your Social Security Number and the year you were born. Yo
DISABILITY	your discrimination claim(s) does not bar you from filing a charge of discrimination.	your claim
	ı, MA 02108 - P: 617-994-6000 F: 617-994-6024 FIELD, MA 01103 - P: 413-739-2145 F: 413-784-1056	This document contains important Questo documento contiene informazio information. Please have it translated importanti. La preghiamo di tradurlo
For more information, please see	our website: <u>www.mass.gov/mcad/</u>	immediately. inmediatamente. В данком документе содержится важная Este documento contém informações
		информация. Вам необходимо срочно сделать перевод документа. importantes. Por favor, traduzi-lo imediatamente.
	REV. 02/2023	Este documento contiene información Docikman sa gen enfômasyon enpòtar importante. Por favor, consiga una traducción Tanpri fè yon moun tradwi I touswit.
$\land ^{\vee} \land ^{\vee} \mathrel ^{\vee} $		inmediatamente. 본 문서에는 중요한 정보가 포함되어
	stribute a written notice of the right to be free from discrimination due to pregnancy andbook, pamphlet, or by other means. Posting does not fulfill the notice requirement.	Tài liệu này có chứa thông tin quan trọng. 있습니다. 본 문서를 즉시 번역하도록 Vui lòng dịch tài liệu này ngay. 하십시오.
or more information, contact the Massachusetts Commission Against Discriminatio		IMPORTANT: Massachusetts General Law, Chapter 151A, Section 62A requires that this notice
THIS NOTICE IS FOR INFOR	MATIONAL PURPOSES ONLY.	it is accessible to all employees. It must include the name and mailing address of the employ Unemployment Assistance .
	עד עד אד	An equal opportunity employer/program. Auxiliary aids and services are available upon required mass.gov/dua
Sexual Harassment	sment at work	Form 2553-A
	to be tolerated.	
lt's ll	legal.	
If you are being sexually harassed, report it immediately to yo	our supervisor or contact:	Workers' Comp.
		Notice to En
	SEXUAL HARASSMENT OFFICER	The Commonwealth of DEPARTMENT OF INDUS
You can file a complaint with the Massachuset	ts Commission Against Discrimination (MCAD).	LAFAYETTE CITY CENTER, 2 AVENUE I
Visit or contact MCAD at or	e of the following locations:	(617) 727-4900 - <u>wwv</u> As required by Massachusetts General Law, Chapter 152, Sections 21, 22 & 30, this will give you
One Ashburton Place	436 Dwight Street	mentioned chapter by
Воом 601 Возтол, МА 02108	Room 220 Springfield, MA 01103	
617/994-6000	413/739-2145	ADDRESS OF INSURANCE COMPANY
617/994-6196 TTY		EFFECTIVE DATES
MASSACHUSETTS COMMISSI	ON AGAINST DISCRIMINATION	
MASSACHUSETTS COMMISSI	ON AGAINST DISCRIMINATION	NAME OF INSURANCE AGENT
Farned Sick Time		ADDRESS
Farned Sick Time	ON AGAINST DISCRIMINATION Sick Time	NAME OF INSURANCE AGENT
Earned Sick Time Earned		ADDRESS
Earned Sick Time Earned Sick Time Notice of Em	Sick Time	ADDRESS PHONE # EMPLOYER
Earned Sick Time Earned Sick Time Notice of Em	Sick Time ployee Rights have the right to earn and take sick leave from work. RETALIATION	NAME OF INSURANCE AGENT
Earned Sick Time Earned Earned Earned Notice of Em Beginning July 1, 2015, Massachusetts employees WHO QUALIFIES? All employees in Massachusetts can earn sick time. This includes full-time, part-time, temporary, and seasonal employees.	Sick Time ployee Rights have the right to earn and take sick leave from work. RETALIATION • Employees using earned sick time cannot be fired or otherwise retaliated against for exercising or attempting to exercise rights under the law.	ADDRESS
Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time Notice of Em Beginning July 1, 2015, Massachusetts employees WHO QUALIFIES? All employees in Massachusetts can earn sick time. This includes full-time, part-time, temporary, and seasonal employees. HOW IS IT EARNED? • Employees earn 1 hour of sick time for every 30 hours they work.	Sick Time ployee Rights have the right to earn and take sick leave from work. RETALIATION • Employees using earned sick time cannot be fired or otherwise retaliated against for exercising or attempting to exercise rights under the law. • Examples of retaliation include: denying use or delaying payment of earned sick time, firing an employee, taking away work hours, or giving the employee undesirable	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE DATE The above-named insurer is required in cases of personal injuries arising out of and in the course accordance with the provisions of the Workers' Compensation Act. The employee may select his of
Earned Sick Time Earned Sick Time Earned Sick Time Notice of Em Beginning July 1, 2015, Massachusetts employees WHO QUALIFIES? All employees in Massachusetts can earn sick time. This includes full-time, part-time, temporary, and seasonal employees. HOW IS IT EARNED?	Sick Time ployee Rights have the right to earn and take sick leave from work. RETALIATION • Employees using earned sick time cannot be fired or otherwise retaliated against for exercising or attempting to exercise rights under the law. • Examples of retaliation include: denying use or delaying payment of earned sick time, firing an employee, taking away work hours, or giving the employee undesirable assignments. NOTICE & VERIFICATION	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE MEDICAL TRE The above-named insurer is required in cases of personal injuries arising out of and in the course
Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time Beginning July 1, 2015, Massachusetts employees Earned Sick Time Beginning July 1, 2015, Massachusetts employees Earned Sick Time WHO QUALIFIES? All employees in Massachusetts can earn sick time. This includes full-time, part-time, temporary, and seasonal employees. HOW IS IT EARNED? • Employees earn 1 hour of sick time for every 30 hours they work. Employees can earn and use up to 40 hours per year if they work enough hours. • Employees with unused earned sick time at the end of the year can rollover up to 40 hours. Employees begin earning sick time on their first day of work and may begin using	Sick Time bloyee Rights have the right to earn and take sick leave from work. FTALIATION • Employees using earned sick time cannot be fired or otherwise retaliated against for exercising or attempting to exercise rights under the law. • Examples of retaliation include: denying use or delaying payment of earned sick time, firing an employee, taking away work hours, or giving the employee undesirable assignments. DOTICE & VERIFICATION • Employees must notify their employer before they use sick time, except in a emergency. • Employers may require employees to use a reasonable notification system the	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE DATE <tr< td=""></tr<>
Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time Beginning July 1, 2015, Massachusetts employees Beginning July 1, 2015, Massachusetts employees WHO QUALIFIES? All employees in Massachusetts can earn sick time. This includes full-time, part-time, temporary, and seasonal employees. HOW IS IT EARNED? Employees earn 1 hour of sick time for every 30 hours they work. Employees can earn and use up to 40 hours per year if they work enough hours. Employees with unused earned sick time at the end of the year can rollover up to 40 hours.	Sick Time Diagram Stress State Stress Stres	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE DATE DATE Description of the Workers' Compensation Act. The employee may select his of treating physician will be paid by the insurer if the treatment is connected to the work-related injutication of the work-re
Earned Sick Time Earned Sick Earned Earned Ear	 Sick Time Doyce Rights have the right to earn and take sick leave from work. RETALIATION Employees using earned sick time cannot be fired or otherwise retaliated against for exercising or attempting to exercise rights under the law. Examples of retaliation include: denying use or delaying payment of earned sick time, firing an employee, taking away work hours, or giving the employee undesirable assignments. DICLE & VERIFICATION Employees must notify their employer before they use sick time, except in a emergency. Employers may require employees to use a reasonable notification system the employer creates. If an employee is out of work for 3 consecutive days OR uses sick time within 2 weeks of leaving his or her job, an employer may require documentation from a medical provider. 	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE DATE The above-named insurer is required in cases of personal injuries arising out of and in the course accordance with the provisions of the Workers' Compensation Act. The employee may select his of treating physician will be paid by the insurer if the treatment is connected to the work-related injuries arising physician will be paid by the insurer if the treatment is connected to the work-related injuries arising physician will be paid by the insurer if the treatment is connected to the work-related injuries arising physician will be paid by the insurer if the treatment is connected to the work-related injuries arising physician will be paid by the insurer if the treatment is connected to the work-related injuries arising physician will be paid by the insurer if the treatment is connected to the work-related injuries arising physician will be paid by the insurer if the treatment is connected to the work-related injuries arising physician will be paid by the insurer if the treatment is connected to the work-related injuries arising physician will be paid by the insure if the treatment is connected to the work-related injuries arising physician will be paid by the insure if the treatment is connected to the work-related injuries arising physician will be paid by the insure if the treatment is connected to the work-related injuries arising physician will be paid by the insure if the treatment is connected to the work-related injuries arising physician will be paid by the insure if the treatment is connected to the work-related injuries arising physicing physicing physician will be physician will be physic
Earned Sick Time Earned Sick Control Contrel Control Control Control Control Control Control Contrel Con	 Sick Time Doyce Rights have the right to earn and take sick leave from work. RETALIATION Employees using earned sick time cannot be fired or otherwise retaliated against for exercising or attempting to exercise rights under the law. Examples of retaliation include: denying use or delaying payment of earned sick time, firing an employee, taking away work hours, or giving the employee undesirable assignments. DOTICE & VERIFICATION Employees must notify their employer before they use sick time, except in a emergency. Employers may require employees to use a reasonable notification system the employer creates. If an employee is out of work for 3 consecutive days OR uses sick time within 2 weeks of leaving his or her job, an employer may require documentation from a medical provider. DOY OL DAVE QUESTIONS Call the Fair Labor Division at 617-727-3465 • Visit www.mass.gov/ago/earnedsicktime 	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE MEDICAL TERE MEDICAL TERE MEDICAL TERE MEDICAL TERE MEDICAL TERE MAME OF HOSPITAL ADDRESS
Earned Sick Time Earned Sick Earned Earned Sick Earned Earned Sick Earned Earned Sick Earned Earned Sick Earned Sick Time, part-time, temporary, and seasonal employees. HOW IS IT EARNED? Market Earned Sick Time for every 30 hours they work. Employees are arn and use up to 40 hours per year if they work enough hours. Employees with unused earned sick time at the end of the year can rollover up to 40 hours. Employees begin earning sick time on their first day of work and may begin using earned sick time 90 days after starting work. EVILLIT BE PAID? If an employer has 11 or more employees, sick time must be paid. For employers with 10 or fewer employees, sick time may be unpaid. Paid sick time must be paid on the same schedule and at the same rate as regular wages. EVIEN CAN IT BE USED?	 Sick Time Doyce Rights have the right to earn and take sick leave from work. ETALIATION Stamples of retaliation include: denying use or delaying payment of earned sick time, fring an employee, taking away work hours, or giving the employee undesirable assignments. DOTCE & VERIFICATION Employees must notify their employer before they use sick time, except in a emergency. Employers may require employees to use a reasonable notification system the employer creates. If an employee is out of work for 3 consecutive days OR uses sick time within 2 weeks of leaving his or her job, an employer may require documentation from a medical provider. De Oue Deventional Commonwealth of Massachusetts Office of the Attorney General 	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE DATE Meabove-named insurer is required in cases of personal injuries arising out of and in the course accordance with the provisions of the Workers' Compensation Act. The employee may select his o treating physician will be paid by the insurer if the treatment is connected to the work-related injure the above-named insure has a preferred provider arrangement, in the cases requiring hospital at the ADDRESS MAME OF HOSPITAL ADDRESS DATESS DATE DATE Date of HOSPITAL ADDRESS DATE DATE DE DESTED BY
Earned Sick Time Earned Sick Earned Earned Sick Earned Earned Sick Earned Earned Sick Earned Seginning July 1, 2015, Massachusetts employees WHO QUALIFIES? All employees in Massachusetts can earn sick time. This includes full-time, part-time, temporary, and seasonal employees. HOW IS IT EARNED? Employees earn 1 hour of sick time for every 30 hours they work. Employees can earn and use up to 40 hours per year if they work enough hours. Employees with unused earned sick time at the end of the year can rollover up to 40 hours. Employees begin earning sick time on their first day of work and may begin using earned sick time 90 days after starting work. WILLIT BE PAID? If an employer has 11 or more employees, sick time must be paid. For employers with 10 or fewer employees, sick time may be unpaid. For employers with 10 or fewer employees, sick time may be unpaid. For employers with 10 or fewer employees, sick time may be unpaid. For employee can use sick time when the employee or the employee's child, spouse, parent, or parent of a spouse is sick, has a medical appointment, or has to address the effects of domestic violence.	 Sick Time Doyce Rights have the right to earn and take sick leave from work. ETALLATION Smapley a strempting to exercise rights under the law. Smapley of retaliation include: denying use or delaying payment of earned sick time, fring an employee, taking away work hours, or giving the employee undesirable assignments. Employees must notify their employer before they use sick time, except in a emergency. Employees must notify their employer before they use sick time, except in a emergency. If an employee is out of work for 3 consecutive days OR uses sick time within 2 weeks of leaving his or her job, an employer may require documentation from a medical provider. De Ou De De	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE DATE MAME OF HOSPITAL ADDRESS MAME OF HOSPITAL MAM
Earned Sick Time Earned Sick Earned Sick Earned Earned Sick Earned Earned Sick Earned Earned Sick Earned Earned Sick Earned Sick Time, part-time, temporary, and seasonal employees. HOV IS IT EARNED? Mile Sick Earned Sick time for every 30 hours they work. Employees earn 1 hour of sick time for every 30 hours they work. Employees an earn and use up to 40 hours per year if they work enough hours. Employees with unused earned sick time at the end of the year can rollover up to 40 hours. Employees begin earning sick time on their first day of work and may begin using earned sick time 90 days after starting work. WILL IT BE PAID? If an employer has 11 or more employees, sick time must be paid. For employers with 10 or fewer employees, sick time must be paid. For employers with 10 or fewer employees, sick time must be paid. Paid sick time must be paid on the same schedule and at the same rate as regular wages. WHEN CAN IT BE USED? An employee can use sick time when the employee or the employee's child, spouse, parent, or parent of a spouse is sick, has a medical appointment, or has to address the	 Sick Time Doyce Rights have the right to earn and take sick leave from work. Employees using earned sick time cannot be fired or otherwise retaliated against for exercising or attempting to exercise rights under the law. Examples of retaliation include: denying use or delaying payment of earned sick time, firing an employee, taking away work hours, or giving the employee undesirable assignments. DUTE & VENFICATION Employees must notify their employer before they use sick time, except in a emergency. Employees must notify their employer before they use sick time, except in a emergency. Employees is out of work for 3 consecutive days OR uses sick time within 2 weeks of leaving his or her job, an employer may require documentation from a medical provider. De OU LAVE QUESTIONS Call the Fair Labor Division at 617-727-3465 - Visit www.mass.gov/ago/earnedsicktime Commonwealth of Massachusetts Office of the Attorney General The Attorney General enforces the Earned Sick Time Law and regulations. It is unlawful to violate any provision of the Earned Sick Time Law. And regulations. It is unlawful to violate any provision of the Earned Sick Time Law. 149, § 148C, or these regulations, 940 CMR 33.00 	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE DATE Meabove-named insurer is required in cases of personal injuries arising out of and in the course accordance with the provisions of the Workers' Compensation Act. The employee may select his o treating physician will be paid by the insurer if the treatment is connected to the work-related injure the above-named insure has a preferred provider arrangement, in the cases requiring hospital at the ADDRESS MAME OF HOSPITAL ADDRESS DATESS DATE DATE Date of HOSPITAL ADDRESS DATE DATE DE DESTED BY
Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time End Sick Time Earned Sick Time Beginning July 1, 2015, Massachusetts employees Employees WHO QUALIFIES? All employees in Massachusetts can earn sick time. This includes full-time, part-time, temporary, and seasonal employees. EMOV SI T EARNED? Employees earn 1 hour of sick time for every 30 hours they work. Employees can earn and use up to 40 hours per year if they work enough hours. Employees with unused earned sick time at the end of the year can rollover up to 40 hours. Employees begin earning sick time on their first day of work and may begin using earned sick time 90 days after starting work. If an employer has 11 or more employees, sick time must be paid. For employer so with 10 or fewer employees, sick time may be unpaid. Paid sick time must be paid on the same schedule and at the same rate as regular wages. WHEN CAN IT BE USED? An employee can use sick time when the employee or the employee's child, spouse, parent, or parent of a spouse is sick, has a medical appointment, or has to address the effects of domestic violence. The smallest amount of sick time an employee can take is one hour. Sick time cannot be used as an excuse to be late for work without advance notice of a proper use.	 Sick Time Doyce Rights have the right to earn and take sick leave from work. ETALIATION Smaples of retaliation include: denying use or delaying payment of earned sick time, fring an employee, taking away work hours, or giving the employee undesirable assignments. DETALLATION Examples of retaliation include: denying use or delaying payment of earned sick time, fring an employee, taking away work hours, or giving the employee undesirable assignments. Monte VERIFICATION Employees must notify their employer before they use sick time, except in a emergency. Employers may require employees to use a reasonable notification system the employer creates. If an employee is out of work for 3 consecutive days OR uses sick time within 2 weeks of leaving his or her job, an employer may require documentation from a medical provider. Denounce Denounce Commonwealth of Massachusetts Office of the Attorney General If an employee Induction at 617-727-3465 + Visit www.mass.gov/ago/earnedsicktime Matorney General enforces the Earned Sick Time Law and regulations. It is unlawful to violate any provision of the Earned Sick Time Law. Violations of any provision of the Earned Sick time law, M.G.L. c. 149, § 148C, or these 	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE Charter Compensation Act. The employee may select his of teating physician will be paid by the insurer if the treatment is connected to the work-related in the cover attem of the Dorent and the cover of the Vorkers' Compensation Act. The employee may select his of teating physician will be paid by the insurer if the treatment is connected to the work-related in the above-named insure has a preferred provider arrangement, in the cases requiring hospital to the above-named insure has a preferred provider arrangement, in the cases requiring hospital to the above-named insure has a preferred provider arrangement, in the cases requiring hospital to the above-named insure has a preferred provider arrangement, in the cases requiring hospital to the above-named insure has a preferred provider arrangement, in the cases requiring hospital to the above-named insure has a preferred provider arrangement, in the cases requiring hospital to the above-named insure has a preferred provider arrangement, in the cases requiring hospital to the dore to the work-related in the cover and the above-named insure has a preferred provider arrangement, in the cases requiring hospital to the dore to
Earned Sick Time Seginning July 1, 2015, Massachusetts employees Begina and Sick Time, This includes full-time, part-time, temporary, and seasonal employees. HOW IS IT EARNED? • Employees earn 1 hour of sick time for every 30 hours they work. • Employees can earn and use up to 40 hours per year if they work enough hours. • Employees and and use up to 40 hours per year if they work enough hours. • Employees begin earning sick time on their first day of work and may begin using earned sick time 90 days after starting work. • Employees begin earning sick time on their first day of work and may begin using earned sick time 90 days after starting work. • ULLIT BE PAID? • If an employer has 11 or more employees, sick time must be paid. • For employers with 10 or fewer employees, sick time may be unpaid. • Paid sick time must be paid on the same schedule and at the same rate as regular wages. • WHEN CAN IT BE USED? • An employee can use sick time when the employee or the employee's child, spouse, parent, or parent of a spouse is sick, has a medical appointment, or has to address the effects of domestic violence. • The smallest amount of sick time an employee can take is one hour. • Sick time cannot be used as an excuse to be late for work without advance notice of a proper use.	 Sick Time Doyce Rights have the right to earn and take sick leave from work. ETALLATION Smaples of retaliation include: denying use or delaying payment of earned sick time, firing an employee, taking away work hours, or giving the employee undesirable assignments. Employees must notify their employer before they use sick time, except in a emergency. Employeer sust notify their employer before they use sick time, except in a emergency. Employers may require employees to use a reasonable notification system the employer creates. If an employee is out of work for 3 consecutive days OR uses sick time within 2 weeks of leaving his or her job, an employer may require documentation from a medical provider. DOYOU HOLE QUESTIONS Call the Fair Labor Division at 617-727-3465 · Visit www.mass.gov/ago/earnedsicktime Office of the Attorney General The Attorney General enforces the Earned Sick Time Law and regulations. It is unlawful to violate any provision of the Earned Sick Time Law. Violations of any provision of the Earned Sick Time Law. Violations of any provision of the Earned Sick Time Law. Violations of any provision of the Earned Sick Time Law. Sizr(b) and to 5 150. This torice is intended to inform. Full text of the law and regulations are available at 	NAME OF INSURANCE AGENT
Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time End Sick Time Earned Sick Time Beginning July 1, 2015, Massachusetts employees Sick Time Sick Time, Time, temporary, and seasonal employees. HOW OUALIFIES? All employees in Massachusetts can earn sick time. This includes full-time, part-time, temporary, and seasonal employees. HOW IS IT EARNED? • Employees can earn and use up to 40 hours per year if they work enough hours. Employees with unused earned sick time at the end of the year can rollover up to 40 hours. • Employees begin earning sick time on their first day of work and may begin using earned sick time 90 days after starting work. WILL IT BE PAID? • If an employer has 11 or more employees, sick time must be paid. • For employers with 10 or fewer employees, sick time may be unpaid. • Paid sick time must be paid on the same schedule and at the same rate as regular wages. WHEN CAN IT BE USED? • An employee can use sick time when the employee or the employee's child, spouse, parent, or parent of a spouse is sick, has a medical appointment, or has to address the effects of domestic violence. • The smallest amount of sick time an employee can take is one hour. • Sick time cannot be used as an excuse to be late for work without advance notice of a proper use. • Use of sick time for other purposes is not allowed and may result in an employee being disciplined. CAN AN EMPLOYER HAVE A DIFF	 Sick Time bloyce Rights have the right to earn and take sick leave from work. ETALLATION Employees using earned sick time cannot be fired or otherwise retaliated against for exercising or attempting to exercise rights under the law. Examples of retaliation include: denying use or delaying payment of earned sick time, firing an employee, taking away work hours, or giving the employee undesirable assignments. Employees must notify their employer before they use sick time, except in a emergency. Employees may require employees to use a reasonable notification system the employer creates. If an employee is out of work for 3 consecutive days OR uses sick time within 2 weeks of leaving his or her job, an employer may require documentation from a medical provider. Deyour Creates. Commonwealth of Massachusetts Office of the Attorney General The Attorney General enforces the Earned Sick Time Law and regulations. It is unlawful to violate any provision of the Earned Sick Time Law. Violations of any provision of the Earned Sick Time Law. Violations of any provision of the Earned Sick Time Law, Sick C, or these regulations, 940 CMR 33.00 shall be subject to paragraphs (1), (2), (4), (6) and (7) of subsection (b) of M.G.L. c. 149, §272(b) and to § 150. This notice is intended to inform. 	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE DATE MAME OF HOSUFER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE MAME OF HOSUFIAL ADDRESS MAME OF HOSUFIAL MAME OF HOSUFIAL MADRESS MADRESS MAME OF HOSUFIAL MADRESS MAME OF HOSUFIAL MADRESS MADRESS MAME OF HOSUFIAL MADRESS MAME OF HOSUFIAL MADRESS MADRESS MADRESS
Earned Sick Time Earned S Earned Sick Time Earned S Earned S Ea	 Sick Time Doyce Rights have the right to earn and take sick leave from work. ETALLATION Smaples of retaliation include: denying use or delaying payment of earned sick time, firing an employee, taking away work hours, or giving the employee undesirable assignments. Employees must notify their employer before they use sick time, except in a emergency. Employeer sust notify their employer before they use sick time, except in a emergency. Employers may require employees to use a reasonable notification system the employer creates. If an employee is out of work for 3 consecutive days OR uses sick time within 2 weeks of leaving his or her job, an employer may require documentation from a medical provider. DOYOU HOLE QUESTIONS Call the Fair Labor Division at 617-727-3465 · Visit www.mass.gov/ago/earnedsicktime Office of the Attorney General The Attorney General enforces the Earned Sick Time Law and regulations. It is unlawful to violate any provision of the Earned Sick Time Law. Violations of any provision of the Earned Sick Time Law. Violations of any provision of the Earned Sick time w. M.G.L. c. 149, § 148C, or these regulations, 940 CMR 33.00 shall be subject to paragraphs (1), (2), (4), (6) and (7) of subsection (b) of M.G.L. c. 149, § 27C(b) and to § 150. This torice is intended to inform. Full text of the law and regulations are available at 	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE Motore and insurer is required in cases of personal injuries arising out of and in the course of cordance with the provisions of the Workers' Compensation Act. The employee may select his or teating physician will be paid by the insurer if the treatment is connected to the work-related injure above-named insurer has a preferred provider arrangement, in the cases requiring hospital at the ADDRESS MAME OF HOSPITAL ADDRESS DATE DATES DATE DATE DATE Date above-named insurer is required in cases of personal injuries arising out of and in the course or cordance with the provisions of the Workers' Compensation Act. The employee may select his or teating physician will be paid by the insurer if the treatment is connected to the work-related injure above-named insure has a preferred provider arrangement, in the cases requiring hospital at the ADDRESS MAME OF HOSPITAL ADDRESS Paid Entity and Paid Entity and Paid Entity and DATE Date and the advect
Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time End Sick Time Eaginning July 1, 2015, Massachusetts employees WHO QUALIFIES? All employees in Massachusetts can earn sick time. This includes full-time, part-time, temporary, and seasonal employees. HOW IS IT EARNED? 0 Employees earn 1 hour of sick time for every 30 hours they work. 1 Employees can earn and use up to 40 hours per year if they work enough hours. 2 Employees begin earning sick time on their first day of work and may begin using earned sick time 90 days after starting work. WILL IT BE PAID? If an employer has 11 or more employees, sick time must be paid. 3 For employers with 10 or fewer employees, sick time may be unpaid. 4 Paid sick time must be paid on the same schedule and at the same rate as regular wages. WHEN CAN IT BE USED? An employee can use sick time an employee can take is one hour. 5 Sick time cannot be used as an excuse to be late for work without advance notice of a proper use. 6 Use of sick time for other purposes is not allowed and may result in an employee being disciplined. CHA NEMPLOYER HAVE A DIFFERENT POLICY? Yes. Employees not a least the same amount of time, for the same reasons, and	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><list-item><list-item><section-header></section-header></list-item></list-item></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER SWORKERS' COMPENSATION OFFICER (IF ANY) DATE MEDOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) MEDOYER'S WORKERS' COMPANY MEDOYER'S
Earned Sick Time Earned Sick Control of Sick Time Sick Time Sick Time Earned Sick Time Earned Sick Time Si	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><text><text><text><text><text><text><text></text></text></text></text></text></text></text></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE MOTORE'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE MAME OF HOSPITAL MAME OF HOSPITAL MAME OF HOSPITAL MOTORESS Pred Fernigers DATESS MAME OF HOSPITAL MAME OF HOSPITAL MADRESS DATESS DATESS DATESS DATE DATESS DATESS <
Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time Sick Comparison of Sick Sick Time Sick Sick Sick Sick Sick Sick Sick Sick	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><list-item><text><section-header><text></text></section-header></text></list-item></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<form> NAME OF INSURANCE AGENT ADDRESS PHONE # ADDRESS MPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DTE MDRESS MPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DTE MORE OF HOSPITAL ADDRESS MAME OF HOSPITAL ADDRESS MORESS MORESS MENDERSE MENDERSE MENDERSE MORE OF HOSPITAL ADDRESS MORESS MERCENERS MARE OF HOSPITAL MORESS MORESS <tr< td=""></tr<></form>
Earned Sick Time Earned Sick Time For ther Earned Sick Time For ther Earned Sick Time Earned Sick Time Law. Earned Sick Time For ther Purposes is not allowed and may result in an employee being Earned Sick Time For ther Purposes is not allowed and may result in an employee being Earned Sick Time For ther Purposes is not allowed and may result in an employee being Earned Sick Time For ther Purposes is not allowed and may result in an employee being Earned Sick Time For ther Purposes is not allowed and may result in an employee being Earned Sick Time For ther Purposes is not allowed and may result in an employee being Earned Sick Time Earned Sick Time Law. EARNEDIAL Earne Earned Sick Time Law. EARNEDIAL Earne Earned Sick Time Earned Sick Time Law. EARNEDIAL Earne Earned Sick Time Earned Sick Time Law. EARNEDIAL Earne Earned Sick Time Earned Sick Time Earned Earned Sick Time Earned Ea	<section-header><section-header><section-header><section-header><section-header></section-header></section-header></section-header></section-header></section-header>	<form> NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DTE DATE MORE OF INSURANCE AGENT (IF ANY) DTE MORESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DTE MORE OF HOSPITAL ADDRESS MORESS TO EDE OPERATE ADDRESS MAME OF HOSPITAL ADDRESS MORESS DET COMPONING Proverse DATESS DORESS DORESS</form>
Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time Earned Sick Time Sick Comparison of Sick Sick Time Sick Sick Sick Sick Sick Sick Sick Sick	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><list-item><text><section-header><text></text></section-header></text></list-item></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<form> NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER'S ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DTC DATE MODRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DTC MORE OF INSURANCE AGENT (IF ANY) DTC MENOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) MENOYER'S WORKERS' COMPENSATION OFFICER (IF ANY)</form>
Earned Sick Time Earned Sick Time, part-time, temporary, and seasonal employees. HOW IS IT EARNED Sincludes full-time, part-time, temporary, and seasonal employees. HOW IS IT EARNED Employees and I hour of sick time for every 30 hours they work. Employees and I hour of sick time for every 30 hours they work enough hours. Employees with nuused earned sick time at the end of the year can rollover up to 40 hours. Employees begin earning sick time on their first day of work and may begin using earned sick time 90 days after starting work. MULIT BE PAID I fan employer shith 10 or foreer employees, sick time must be paid. For employers with 10 or fewer employees, sick time must be paid. For employees solid the same schedule and at the same rate as regular wages. MULICANIT BE USED? A nemployee can use sick time when the employee or the employee's child, spouse, parent, or parent of a spouse is sick, has a medical appointment, or has to address the effects of domestic violence. Sick time cannot be used as an excuse to be late for work without advance notice of a proper use. Use of sick time for other purposes is not allowed and may result in an employee being disciplined. CAN EMPLOYER HAVE AD IFFERENT POLICY Yes. Employers may have their own sick leave or paid time off policy, so long as employees can use at least the same amount of time, for the same reasons, and with the same job-protections as under the Earned Sick Time Law. EAR A A A A A A A A A A A A A A A A A A	Sick Time book of the provided of the provide	<form> NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS MUMEY SWORKERS' COMPENSATION OFFICER (IF ANY) DATE MENDOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE MENDOYEN'S WORKERS' COMPENSATION OFFICER (IF ANY) MENDOYEN'S WORKERS' COMPENSATION OFFICER (IF ANY) MENDOYEN'S WORKERS' COMPENSATION OFFICER (IF ANY) MENDOYENSATION MENDOYENSATION MENDOYENSATION MENDOYENSATION</form>
Earned Sick Time Earned Sick Time Sick Time Earned Sick Time for every 30 hours they work. Employees and 1 hour of sick time for every 30 hours they work. Employees an 1 hour of sick time for every 30 hours they work enough hours. Employees with nuused earned sick time at the end of the year can rollower up to 40 hours. Employees begin earning sick time on their first day of work and may begin using earned sick time 90 days after starting work. EMILITEE PAIDE I fan employers with 10 or fewer employees, sick time must be paid. For employers with 10 or fewer employees, sick time may be unpaid. For employee can use sick time when the employee or the employee's child, spouse, parent, or parent of a spouse is sick, has a medical appointment, or has to address the effects of domestic violence. The smallest amount of sick time an employee can take is one hour. Sick time cannot be used as an excuse to be late for work without advance notice of a proper use. Use of sick time for other purposes is not allowed and may result in an employee being disciplined. EARNEDISER HAVE A DIFFERENT POLICY Was Employers may have their own sick leave or paid time off policy, so long as employees can use at least the same amount of time, for the same reasons, and with the same job-protections as under the Earned Sick Time Law. EARNEDISER ADA EARNEDISER An Act Relative to Parental Leave expands the current maternity leave or the employees to provide eight weeks of unpaid maternity leave or the purpose of giving Ditrin tor for the Side Dy which is enforced by the Massachusetts Commission Against Discrimination (MCAD). Currently, Massachusetts I aw requires employeers with six or more employees to provide eight weeks of unpaid ma	<section-header><section-header><section-header><section-header><section-header></section-header></section-header></section-header></section-header></section-header>	<form> NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER ADDRESS EMPLOYER * MAME OF HOSPERACY COMPENSATION OFFICER (IF ANY) DATE ADDRESS EMPLOYER * MAME OF HOSPERAL ADDRESS DADRESS <</form>
Earned Sick Time Earned Sick Time Earned Sick Time Eaginning July 1, 2015, Massachusetts employees MI employees in Massachusetts can earn sick time. This includes full-time, part-time, temporary, and seasonal employees. HOW SI T EARNED? • Employees earn 1 hour of sick time for every 30 hours they work. • Employees earn 1 hour of sick time for every 30 hours they work. • Employees earn and use up to 40 hours per year if they work enough hours. • Employees sean 1 hour of sick time on their first day of work and may begin using earned sick time 90 days after starting work. • Employees begin earning sick time on their first day of work and may begin using earned sick time 90 days after starting work. • The an employeer say 11 or more employees, sick time must be paid. • For employeers with 10 or fewer employees, sick time must be paid. • For employeers with 10 or fewer employees, sick time must be paid. • For employeers with 10 or fewer employees, sick time must be paid. • For employeers with 00 or fewer employees, sick time must be paid. • For employeers with 00 or fewer employee can take is one hour. • The smallest amount of sick time an employee can take is one hour. • Sick time cannot be used as an excuse to be late for work without advance notice of a parent, or parent of a spouse is sick, has a medical appointment, or has to address the effects of domestic violence. • Use of sick time for other purposes is not allowed and may result in an employee being cancel as a nexcuse to be late for work without advance notice of a proper use. • Use of sick time for the same are paid time off policy, so long as employees can use at least the same amount of time, for the same reasons, and with the same job-protections as under the Earned Sick Time Law. MACADD CUPPENT HAVE A DIFFERENT POLICY Parental Leave An Act Relative to Parental Leave expands the current maternity leave law, GLL c. 149, \$ 1050, which is enforced by the Massachusetts Commission Against Discrimination (MCAD). Currently,	<section-header><section-header><section-header><section-header></section-header></section-header></section-header></section-header>	<form> NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE MORE OF INSURANCE AGENT MODRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF ANY) DATE MORE OF INSURANCE AGENT MODRESS MODRESS MODRESS MODRESS MORE OF INSURANCE AGENT <</form>
Earned Sick Time Sick Time Sick Time Earned Sick Time Sick Time Earned Earned Sick Time Earned Earned Earned Sick Time Earned Sick Time Earned Sick Time Earne	<section-header><section-header><section-header><section-header><section-header><section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<form> NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER WORKERS' COMPENSATION OFFICER (IF AMY) DATE DADRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF AMY) DATE DATE ME down-named insure is required in cases of personal injuries arising out of and in the course contrained physician will be paid by the insure if the treatment is connected of the work-related injuries arising out of and in the course contrained physician will be paid by the insure if the treatment is connected of the work-related injuries arising out of and in the course contrained insure has a preferred provider arrangement, in the cases requiring hostpata will be paid by the insure if the treatment is connected of the work-related injuries arising out of and in the course contrained insure has a preferred provider arrangement, in the cases requiring hostpata will be paid by the insure in the treatment is connected on the work-related injuries arising out of and in the course injuries arising out of and in the course injuries arising out of and in the course injuries arising out of and injuries arising out of andinjuries arising out of and injuries arisi</form>
Earned Sick Time Earned Sick Sick Size Size Size Size Size Size Size Size	<section-header><section-header><section-header><section-header><section-header><section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<form><form><form><form><form><form><form><form></form></form></form></form></form></form></form></form>
Earned Sick Time Carnet Sick Sick Sick Sick Sick Sick Sick Sick	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><text><section-header><text><list-item><text><text><text><text><text></text></text></text></text></text></list-item></text></section-header></text></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<form> NAME OF INSURANCE AGENT ADDRESS PHONE # EMPLOYER ADDRESS PHONE # EMPLOYER ADDRESS EMPLOYER WORKERS' COMPENSATION OFFICER (IF AMY) DATE DADRESS EMPLOYER'S WORKERS' COMPENSATION OFFICER (IF AMY) DATE DATE ME down-named insure is required in cases of personal injuries arising out of and in the course contrained physician will be paid by the insure if the treatment is connected of the work-related injuries arising out of and in the course contrained physician will be paid by the insure if the treatment is connected of the work-related injuries arising out of and in the course contrained insure has a preferred provider arrangement, in the cases requiring hostpata will be paid by the insure if the treatment is connected of the work-related injuries arising out of and in the course contrained insure has a preferred provider arrangement, in the cases requiring hostpata will be paid by the insure in the treatment is connected on the work-related injuries arising out of and in the course injuries arising out of and in the course injuries arising out of and in the course injuries arising out of and injuries arising out of andinjuries arising out of and injuries arisi</form>
Earned Sick Time Sick Takes	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<form><form><form><form><form><form><form><form><form><form></form></form></form></form></form></form></form></form></form></form>
<section-header>Earned Six Provide starting and the same and provide starting of provide starting and starting starti</section-header>	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><text><section-header><text><list-item><list-item><text><text><text><text><text><text></text></text></text></text></text></text></list-item></list-item></text></section-header></text></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form>
<section-header>Exerned Sick Time Example 2. Exa</section-header>	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><text><section-header><text><list-item><list-item><text><text><text><text><text><text></text></text></text></text></text></text></list-item></list-item></text></section-header></text></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<form><form><form><form><form><form><form><form><form><form><form><form></form></form></form></form></form></form></form></form></form></form></form></form>
<text><section-header><section-header>Evend Sixt Time Exercise of the sport of</section-header></section-header></text>	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><text><section-header><text><list-item><list-item><text><text><text><text><text><text></text></text></text></text></text></text></list-item></list-item></text></section-header></text></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form>
<text><section-header><section-header>Earned Six Time Earned Six Six Six Six Six Six Six Six Six Six</section-header></section-header></text>	<section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><text><section-header><text><list-item><list-item><text><text><text><text><text><text></text></text></text></text></text></text></list-item></list-item></text></section-header></text></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form>
<text><section-header><section-header>Evend Sixt Time Exerced Six Time Exerced Six Exerce</section-header></section-header></text>	<section-header><section-header><section-header><section-header><section-header><section-header><section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form>
<text><section-header><section-header>Evend Sixt Time Exerced Six Time Exerced Six Exerce</section-header></section-header></text>	<section-header><section-header><section-header><section-header><section-header><section-header><section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header>	<form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form><form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form></form>

ut Employees' urance Coverage

program financed entirely by Massachusetts employers. No deductions are made

bw is the information you need in order to apply for Unemployment Insurance (UI) for Unemployment Insurance Benefits, provided by the Massachusetts Department of

fying for weekly UI benefits.

apply for UI Benefits:

existing claim, request weekly benefit payments, check your claim status, sign up for ing UI Online, visit mass.gov/dua, and select UI Online for Claimants, and complete

nt Insurance benefits, reopen a current claim, obtain up-to-date information on the all by phone. To apply for benefits by phone, call the TeleClaim Center at 1 (877) 626ou will then be connected to an agent who will take the information necessary to file

mi	ເອກະສານສະບັບນີ້ ບັນຈຸຂົ່ມູນອັນສຳຄັນ. ກະລຸນາເອົາເອກະສານສະບັບນີ້ໄປແປອອກ ຢ່າງບໍ່ລໍຊຳ.	此文件含有重要信息。 請立即找人翻譯。	
	ឯកសារនេះមាននូវព័ត៌មានដ៏សំខាន់ ។	تحتري هذه الوثيقة على معلومات هامة. يرجى ترجمتها أورًا.	
1.	សូមបកប្រែវាជាបន្ទាន់ ។		
	Ce document contient des informations importantes. Veuillez le faire traduire au plus tôt.		

ce be displayed at each site operated by an employer, in a conspicuous place, where oyer, and the identification number assigned to the employer by the Department of

uest to individuals with disabilities. For hearing-impaired relay services, call 711.

REV. 1/8/2024

mployees of Massachusetts STRIAL ACCIDENTS DE LAFAYETTE, BOSTON, MA 02111

w.mass.gov/dia notice that I/We have provided for payment to our injured employees under the abovey insuring with:

ATMENT

of employment to furnish adequate and reasonable hospital and medical services in or her own physician. The reasonable and necessary costs of the services provided by the

tention, employees ae hereby notified that the insure has arranged for such care at:

(EMPLOYER

nder M.G.L. Chapter 175M

lical Leave (PFML)

Job Protectio Generally, an employee who has taken paid family or medical leave must be restored to the nployee's previous position or to an equal position, with the same status, pay, employment penefits, length-of-service credit, and seniority as of the date of leave. hese job protections do not apply to former employees, independent contractors, or self-employed dividuals.

Health Insurance mployers must provide for, contribute to, or otherwise maintain the employee's employment elated health insurance benefits, if any, at the level and under the conditions coverage would nave been provided if the employee had continued working continuously for the duration of such leave.

Private Plans

f an employer offers employees paid family leave, medical leave, or both, with benefits that are least as generous as those provided under the law, the employer may apply for an exemption rom paying the contributions. Employees continue to be protected from discrimination and taliation under the law even when an employer opts to provide paid leave benefits through a private plan. lame of Private Insurer:

rivate plan is for: Medical Family Both ddress:

Phone:_ City, State & Zip Code: Website:

No Retaliation or Discrimination

It is unlawful for an employer to discriminate or retaliate against an employee for exercising any right to which s/he is entitled under the law. An employee or former employee who is discriminated or retaliated against for exercising rights under the law may, not more than three years after the violation occurs, institute a civil action in the superior court, and may be entitled to damages of as much as three times his or her lost wages.

about your PFML rights, call: //www.mass.gov/DFML

us place on the employer's premises

ite your labor law posters contact . J. Keller & Associates, Inc.

JKeller.com/laborlaw 800-327-6868

62822

Rev. 10/2023