

**Labor & Employment Alert
May 2015**

**Massachusetts Attorney General Announces Temporary Delay of
Sick Leave Law Requirements for Some Employers**

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Voters in Massachusetts approved the Earned Sick Leave Law (the “Law”) in November 2014. Among other provisions, this law entitles employees to accrue and use up to 40 hours of earned sick time each calendar year. The Law is scheduled to go into effect July 1, 2015.

The Attorney General announced this week a temporary “Safe Harbor” for employers that already provide to employees the right to use at least 30 hours of paid time off during calendar year 2015. Specifically, the Attorney General announced that any employer with a paid time off policy in effect as of May 1, 2015, providing to employees the right to use at least 30 hours of paid time off during the calendar year 2015, shall be in compliance with the Law with respect to those employees. In addition, the employer will remain in compliance with respect to any other employees to whom the use of at least 30 hours of paid time off under the same conditions are extended.

To remain in compliance, any paid time off from July 1, 2015 to December 31, 2015 must be job protected leave and subject to the Law’s non-retaliation and non-interference provisions. In all other respects, however, qualifying employers may continue to administer the paid time off policies in place as of May 1, 2015.

This “Safe Harbor” is temporary. Effective January 1, 2016, all employers must amend their policies to comply with the Law in full.

This Client Alert was prepared by Attorney Kier Wachterhauser. If you have any questions about this issue, please contact Attorney Wachterhauser or the attorney responsible for your account, or call (617) 479-5000.

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