

MASSACHUSETTS

Massachusetts Earned Sick Time to Cover Reproductive Loss

In keeping with a trend in state leave laws nationally, Massachusetts has amended its earned sick time [law](#) to provide leave for employees experiencing reproductive loss. The [amendment](#) takes effect **Nov. 21, 2024**.

New Reasons for Leave

The change allows a new reason for employees' earned sick time use: to address their physical and mental health needs and those of their spouse if the employee or the employee's spouse experiences pregnancy loss or a failed assisted reproduction, adoption or surrogacy.

Currently, employees may use earned sick time for the following reasons:

- To care for the employee's child, spouse, parent or parent of a spouse who is suffering from a physical or mental illness, injury or medical condition that requires home care, professional medical diagnosis or care, or preventive medical care;
- To care for the employee's own physical or mental illness, injury or medical condition that requires home care, professional medical diagnosis or care, or preventive medical care;
- To attend a routine medical appointment of the employee or the employee's child, spouse, parent or spouse's parent;
- To travel to and from an appointment, pharmacy or other location related to the purpose of the sick leave; and
- To address the psychological, physical or legal effects of domestic violence.

Massachusetts Earned Sick Time

Earned sick time in Massachusetts applies to all private employers and employees. Employers with 11 or more employees must compensate the leave, while smaller employers may provide the time as unpaid. Employees accrue one hour of leave for every 30 hours worked, and they may use up to 40 hours of earned sick time annually.

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Highlights

Change to Earned Sick Time

Workers will be able to use their earned sick time for reasons related to reproductive loss.

Effective Date

The change takes effect Nov. 21, 2024.

Expanded Leave

Sick time will be allowed for health needs due to pregnancy loss or failed assisted reproduction, adoption or surrogacy.

Employees will be able to take leave for loss of pregnancy and other related reasons.