

MASSACHUSETTS

Massachusetts Extends COVID-19 Paid Sick Leave Through April 1

Massachusetts has [extended](#) its [COVID-19 emergency paid sick leave law](#) through April 1, 2022 (or earlier if the state reimbursement fund runs out), and added a new reason for the leave.

The law passed in May 2021 and was initially set to expire Sept. 30, 2021. It requires employers to provide paid leave for specific COVID-19-related exposure, diagnosis, illness, treatment, isolation or quarantine of employees or their family members; for employees' vaccination; and when symptoms inhibit telework. Effective Oct. 1, 2021, the new amendment additionally allows the leave to care for a family member who is obtaining or recovering from a COVID-19 vaccination.

The state reimburses employer costs for the leave. Reimbursement applications must include, among other things, a copy of the employee's written request for leave, providing required information. The state has published [guidance](#) explaining this and other features of the law.

Leave Requirement

The law mandates that full-time employees receive **40** hours of leave, while part-time employees receive an amount based on their scheduled work hours.

Employees receive their regular compensation and benefits, but compensation is capped at **\$850 per week**. Compensation may also be reduced by wages the employee receives under any government program or law.

COVID-19 paid sick leave must be provided **in addition to** time off under another law or employer policy. Employers may not require that other paid leave be used first, but they may substitute a separate COVID-19 paid sick leave policy that satisfies the law's requirements. Nonretaliation and employer and employee [notice](#) provisions apply.

Important Dates

May 28, 2021

COVID-19 emergency paid sick leave bill was signed into law.

Sept. 30, 2021

Leave mandate was originally scheduled to expire.

April 1, 2022

Extended leave requirement expires, unless state funding for employer reimbursement runs out earlier.

The leave mandate will expire April 1 unless state funding runs out first.

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