

Summary Chart of Massachusetts Employee Leave Entitlement

Source of leave entitlement	Authorized reasons for leave	Criteria to be met by employee to qualify for leave	Amount of leave authorized	Paid leave required?
Family & Medical Leave Act (FMLA)	Birth, placement of child for adoption or foster care, employee's or family member's serious health condition, military exigency for service member in family, serious injury or illness of service member in family.	12 months employment; 1250 hours service during immediately preceding 12 month period.	Up to 12 workweeks normally, but up to 26 workweeks for care of family service member's injury or illness.	No.
Massachusetts Earned Sick Time Law	Care for sickness or illness of employee or certain family members; attend routine medical appointments of employee or family member; address effects of domestic violence on employee or employee's child.	Primary place of work in Massachusetts. (Leave begins to accrue when work begins and can be taken 90 days later.)	Up to 40 hours per year in addition to leave required by other laws. (Leave accrues at rate of 1 hour of leave for every 30 hours of work.)	Yes, if employer has 11 or more employees; otherwise, no.
Massachusetts Parental Leave Act	Birth or adoption.	Full-time employment for at least 3 months or completion of initial probationary period set by terms of employment, not to exceed 3 months.	8 weeks per child.	No.
Massachusetts Domestic Violence and Abusive Situation Leave Act	Pursue medical attention, counseling, victim services, legal assistance, housing procurement, court or grand jury appearance, district attorney meeting, or other activity required as a result of domestic violence or abuse.	Be a paid employee personally victimized by abusive behavior, or be a paid employee with a family member victimized by abusive behavior, but not be perpetrator of the abusive behavior.	Up to 15 days in any 12 month period (in addition to all other forms of leave).	No.
Massachusetts Small Necessities Leave Act	Participate in child's school activities, accompany child to routine medical or dental appointments, accompany elderly relatives to routine medical, dental, or other professional services appointments.	12 months employment; 1250 hours service during immediately preceding 12 month period.	Up to 24 hours in any 12 month period (in addition to leave provided under the FMLA).	No.
Massachusetts Jury Service Law	Serve as juror or grand juror.	Be notified of jury or grand jury duty.	Unlimited.	Yes, for first 3 days only (unless court excuses payment).

Massachusetts Witness in Criminal Actions Law	Testify in criminal trial.	Be a victim of a crime or be subpoenaed to attend a criminal action as a witness.	Unlimited.	No.
Massachusetts Leave of Absence for Voting Statute	Vote in election.	Be entitled to vote and ask for leave.	2 hours after the opening of the polls.	No.
Uniformed Services Employment & Reemployment Rights Act	Voluntary or involuntary duty in "the uniformed services" (i.e., the Armed Forces, National Guard, Air National Guard, commissioned corps of National Health Service, or any other category of persons designated in war or national emergency).	Duty in "the uniformed services." (Right to be reinstated in civilian position requires satisfying additional criteria.)	Up to 5 years or more.	No.
Massachusetts Leave for Military Training Law	Military training.	Be a non-temporary employee receiving military training as a member of the ready reserve of the armed forces.	Up to 17 days in any calendar year.	No.
Massachusetts Veterans or Memorial Day Leave Law	Participate in Veterans Day or Memorial Day exercise, parade or service.	Be a veteran who wants to participate in a Veterans Day or Memorial Day exercise, parade or service.	"Sufficient time to participate" in Veterans or Memorial Day activities.	No.