



## Massachusetts Posting Requirement Effective April 7, 2015

### New Massachusetts Posting Requirement

Massachusetts has a new posting requirement for the Act Relative to Parental Leave, which took effect April 7, 2015. Under the new Parental Leave Act, an employer must provide leave to men on the same terms and conditions as leave for women, making parental leave gender neutral. Employers with 6 or more employees must display the posters regarding this act in a conspicuous location accessible to all employees. This includes an employee lounge, lunch/break room, conference room, or reception area or at a time clock location — any central area employees are likely to visit often. If your organization conducts business in multiple locations, then you must display posters in each workplace site.

### Next Steps for Employers

1. Notify employees of their rights to parental leave by providing them with your revised policy and updating your employment postings.
2. If you are one of our full-service clients, we will help you review your current maternity and parental leave policies to ensure they comply with these new regulations.
3. If you conduct business in Massachusetts and have at least (6) six employees, you are required by law to post the updated notice in your workplace.
4. Post the required updated Poster. The HR Knowledge All-In-One Poster satisfies the posting requirements for employers of all sizes. Displaying the posters educates your employees about their labor and employment rights and helps them better understand their requirements. Failure to post required federal and state labor law notices may result in both federal and state fines.
  - a. If you are a current full-service client of HR Knowledge, we will provide these updated Peel-N-Posts at no charge.
  - b. If you are not a full-service client and you are interested in ordering new posters or overlays, please complete the order form on our website, which you can access [here](#). Order the Peel-N-Post overlay (\$12.95 each) or the All-In-One Poster (\$49.95) from HR Knowledge. First, check to see if you have the most recent version of the HR Knowledge All-In-One Poster. **If your current poster does not have an HR Knowledge logo, it is NOT the most recent version and the Peel-N-Post will not fit. In this case, you will need to order the latest version of our All-In-One Poster instead of the Peel-N-Post overlay.**

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