

Leave entitlement law	Authorized reasons for leave	What criteria does employee need to meet to receive leave?	How much leave time does employee get?	Is paid leave required?
<p>Family and Medical Leave Act (FMLA), 29 U.S.C. § 2601 <i>et seq.</i>; 29 C.F.R. Part 825</p> <p>(Only applicable to companies with 50 or more employees within a 75-mile radius of the work site)</p>	<ul style="list-style-type: none"> • Birth and care of a newborn child within one year of birth. • Placement and care of a child for adoption/foster care (within one year of placement). • Care for spouse, child, or parent with serious health condition. • Care for employee's own serious health condition that makes him or her unable to perform essential functions of job. • Any qualifying exigency arising out of the fact that the employee's spouse, child, or parent is a covered military service member on covered active duty. 	<ul style="list-style-type: none"> • Must have been employed with the company for 12 months (does not have to be consecutive). • Must have worked at least 1,250 hours during the 12 months prior to the start of FMLA leave. 	<p>Up to 12 workweeks during a single 12-month period.</p> <p>Up to 26 workweeks during a single 12-month period for care of covered military service member's injury or illness.</p>	No.
<p>Uniformed Services Employment and Reemployment Rights Act 38 U.S.C. § 4301 <i>et seq.</i>; 29 C.F.R. Part 1002</p>	Voluntary or involuntary duty in "the uniformed services."	Duty in "the uniformed services." (Right to be reinstated in civilian position requires satisfying additional criteria.)	<p>Up to 5 years.</p> <p>Exceptions: deployments lasting longer than 5 years, periodic National Guard training, involuntary active duty extensions and recalls.</p>	No.
<p>Massachusetts Earned Sick Time Law M.G.L. c. 149, § 148C; 940 C.M.R. 33.00</p>	<ul style="list-style-type: none"> • Care for sickness or illness of employee or certain family members. • Attend employee's or family member's routine medical appointments. • Address effects of domestic violence on employee or employee's child. 	<ul style="list-style-type: none"> • Primary place of work in Massachusetts. • Leave begins to accrue when work begins and can be taken 90 days later. • Leave can be accrued over time or front loaded as a lump sum. 	<p>Up to 40 hours per year in addition to leave required by other laws.</p> <p>Leave accrues at rate of 1 hour of leave for every 30 hours of work.</p>	Yes, if employer has 11 or more employees; otherwise, no.
<p>Massachusetts Parental Leave Act M.G.L. c. 149, § 105D</p> <p>(Only applicable to companies with 6 or more employees, or 1 employee if they are a domestic worker)</p>	Birth or adoption of a child under the age of 18 (23 if the child is mentally or physically disabled).	<p>Complete a three-month maximum probationary period or three months of full-time employment.</p> <p>Must give two weeks' notice of anticipated departure date and intention to return.</p>	8 weeks per child. Any two employees of the same employer shall only be entitled to eight 8 weeks of parental leave in aggregate for the birth or adoption of the same child.	No.

Leave entitlement law	Authorized reasons for leave	What criteria does the employee need to meet to receive leave?	How much leave time does the employee get?	Is paid leave required?
Massachusetts Domestic Violence and Abusive Situation Leave Act M.G.L. c. 149, § 52E (Only applicable to companies with 50 or more employees)	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 (defined as domestic violence, criminal stalking, or sexual assault), or be a paid employee with a family member victimized by abusive behavior, but not be the perpetrator of the abusive behavior.	Up to 15 days in any 12-month period. Unless employer waives, employee must use available vacation, sick, and personal leave time first.	No.
Massachusetts Small Necessities Leave Act M.G.L. c. 149, § 52D (Only applicable to companies with 50 employees within a 75-mile radius of the work site)	<ul style="list-style-type: none"> Participate in activities relating to a child's "educational advancement," such as a parent-teacher conference or interviewing for a new school. Accompany a child or elderly relative to routine medical or dental appointments. 	Be employed for at least 12 months and have worked for at least 1,250 hours in the previous 12-month period.	Up to 24 hours in any 12-month period.	No.
Massachusetts Leave of Absence for Voting Statute M.G.L. c. 149, § 178	Vote in an election.	Be entitled to vote and ask for leave when the polls open.	2 hours.	No.
Massachusetts Veterans or Memorial Day Leave Law M.G.L. c. 149, § 52A½	Participate in Veterans Day or Memorial Day exercise, parade, or service.	Be a veteran but <i>not</i> an employee whose services are "essential and critical to the public health or safety and ... essential to the safety and security of [the] employer or property thereof."	"Sufficient time to participate" in Veterans or Memorial Day activities.	Yes, if company has 50 or more employees and the leave is used for Veterans Day.
Massachusetts Jury Service Law M.G.L. c. 234A, §§ 48-49, 60-61; M.G.L. c. 268, §14A	Serve as juror or grand juror.	Be notified of jury or grand jury duty.	Unlimited.	Yes, for first 3 days.
Massachusetts Witness in Criminal Actions Law M.G.L. c. 268, § 14B	Testify in criminal trial.	Be a victim of a crime or be subpoenaed to attend a criminal action as a witness.	Unlimited.	No

