

Massachusetts Emergency Paid Sick Leave!

Effective May 28th through September 30th, 2021, the Massachusetts Emergency Paid Sick Leave (MEPSL) requires employers to provide paid sick leave to employees unable to work or telework, the equivalent of 5 days of paid time off to full-time employees (capped at a total of \$850.00) for certain COVID related absences from work.

MEPSL Qualifying Reasons:

- An employee needs to: (i) self-isolate and care for oneself because of the employee's COVID-19 diagnosis; (ii) seek or obtain medical diagnosis, care or treatment for COVID-19 symptoms; or (iii) obtain immunization related to COVID-19 or the employee is recovering from an injury, disability, illness or condition related to such immunization.
- An employee needs to care for a family member who: (i) is self-isolating due to a COVID-19 diagnosis; or (ii) needs medical diagnosis, care or treatment for COVID-19 symptoms.
- A quarantine order is in place, or other determination has been made by a local, state or federal public official, a

exposure to COVID-19 or exhibiting of symptoms, regardless of whether the employee has been diagnosed with COVID-19.
- An employee needs to care for a family member due to a quarantine order, or other determination by a local, state or federal public official, a health authority having jurisdiction, the family member's employer or a health care provider that the family member's presence on the job or in the community would jeopardize the health of others because of the family member's exposure to COVID-19, regardless of whether the family member has been diagnosed with COVID-19; or
- An employee is unable to telework because the employee has been diagnosed with COVID-19 and the symptoms inhibit the ability of the employee to telework.

Employees who are able to telework while quarantined will not be eligible to take leave.

Notice and Documentation:

Employees are required to follow all their usual notice requirements to their department when taking MEPSL. The Executive Office of Administration and Finance is developing a standard form for MEPSL employee written notices. The form will be available on the following [mass.gov](https://www.mass.gov/info-details/covid-19-temporary-emergency-paid-sick-leave-program) page: <https://www.mass.gov/info-details/covid-19-temporary-emergency-paid-sick-leave-program>