



# An Act to ensure paid family and medical leave benefits for municipal employees

MTA Legislative Agenda, 2021-2022

**Lead Sponsors:** Sen. Mike Brady (D-Brockton) | Rep. Dave Rogers (D-Cambridge)

## Ensuring municipal workers are covered by the state Paid Family and Medical Leave law.

Today, over **240,000 municipal employees** are exempt from the state's Paid Family and Medical Leave (PFML) law, which covers all other employees in the public and private sectors. Beginning in July, the program will provide paid leave for workers to care for themselves or a family member with a serious health condition as well as a new child.

The majority of municipal employees who are left out of the PFML law are women who are paid less than their private-sector counterparts. For most municipal employees, unpaid leave is not a financially viable option, particularly for low-income and single parent households.

The current PFML law gives municipalities the option to adopt the law, but, unfortunately, no city or town has done so to-date.

Exempting municipal employees, while mandating the benefit for all other workers, is unfair and needs to be addressed now.

This legislation will ensure that all Massachusetts municipal workers are covered by the state Paid Family and Medical Leave law.

### ***Passing An Act to ensure paid family and medical leave benefits for municipal employees means:***

- Municipal employees will be assured 12 weeks of paid, job-protected leave in order to recover from a serious illness or injury, to care for a seriously ill or injured family member, or to care for a new child.
- Employers will benefit from healthier and more productive employees with less employee turnover, which will generate savings for employers and the Commonwealth.
- Massachusetts will truly be the national leader in providing paid leave to all working families.

For more information please contact the MTA Government Relations Division  
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