



## 2015 Payroll Fact Sheet

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### Massachusetts Parental Leave Law (MPLA)

On, April 7, 2015 a new **Parental Leave Law (MPLA) became effective for Massachusetts employers with 6 (six) or more employees.** The MPLA provides 8 weeks of parental leave for the birth or adoption of a child for any full-time employee who has completed 3 months of employment.

This law effectively replaces the existing Massachusetts Maternity Leave Act, which previously provided leave time only for women, and provides essentially the same leave entitlement on a gender-neutral basis. Should both parents work for the same employer, however, they are only entitled to 8 weeks of parental leave in aggregate and are also required to give the two weeks' notice of intended leave date and date of return.

The leave may be provided with or without pay at the discretion of the employer.

**Posting of the employer's parental leave policy is required.** As a courtesy to our valued clients, **ConnectPay provides free labor posters** that can be downloaded or printed in our HR Services Portal on our web site.

For those that do not wish to download the free posters and would prefer to purchase one inclusive poster, ConnectPay can provide preprinted wall posters for \$59.

As a further service to our valued clients, we have included a copy of the required poster. Please post this with your other labor posters. The law also requires that you post with this your companies policy as it pertains to the MPLA.

More information or to view the full statute can be found on these links:

[Massachusetts's Parental Leave Law.](http://www.mass.gov/mcad/maternity1.html)  
<http://www.mass.gov/mcad/maternity1.html>