

New Year, New Massachusetts Employment Compliance Requirements

Description

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As employers plunge forward into the New Year, they are reminded that if they have any employees working in Massachusetts – in person or remotely – then they need to ensure their Massachusetts employees have been provided the yearly Massachusetts Paid Family Medical Leave (“PFML”) law updated notice. The new notice reflects the 2025 contribution rates and the new language concerning topping off PFML benefits with paid leave. In addition, the new PFML poster needs to be displayed (or sent to remote workers). The new notices and poster can be found [here](#). Employers are also encouraged to double check that the new contribution rates are being utilized in 2025, as contracts with payroll companies may not provide legal recourse if proper withholdings are not made.

As a reminder, employers with any workers in Massachusetts should also confirm their Massachusetts Earned Sick Time Policy and posters have been updated to reflect the additional reasons Massachusetts employees can use their sick time. Specifically, the poster and notices should specify the time can be used to care for the employee or employee’s spouse in the event of pregnancy loss or failed assisted reproduction, adoption, or surrogacy.

Finally, thinking of the year to come, larger companies who employed not less than 100 workers in Massachusetts in 2024 should get ready for the new wage data reporting deadline of February 1, 2025 (for more information please see: [Massachusetts Job Postings to Include Pay Ranges Starting Summer 2025 – Partridge Snow & Hahn](#)).

For more information, please do not hesitate to contact one of the members of our [Employment & Labor](#) law team.

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