

# Massachusetts & Federal Laws That Can Help You & Your Family Through This Pandemic



## Earned Sick Time

Most workers in Massachusetts have the right to earn and use up to 40 hours of job-protected sick time per year to take care of themselves and certain family members.

Workers earn one hour of earned sick leave for every 30 hours worked. They may use it to care for themselves, their child, spouse, parent, or spouse's parent for the same purposes.

Workers may also use earned sick time to deal with domestic violence involving themselves or their children.

*Employers with 11+ employees must provide paid sick time. Employers with less than 11 employees must provide sick time but it does not need to be paid.*

## Families First Act

Some workers may have access to 80 hours of paid sick time and up to 12 weeks of emergency paid leave for some COVID-19 related reasons, paid by their employer.

### Paid Sick Time

Can be used for government ordered isolation/ quarantine (without the ability to telework), COVID-19 illness or symptoms, providing COVID-19 care, and child's school/childcare closed. If you are caring for yourself you are entitled to your full wage (up to \$511/day). If you are taking care of a loved one you are entitled up to \$200/day.

### Emergency Paid Leave

Can be used if child's school or daycare was closed due to the pandemic. First 10 days may be unpaid after that the employer must pay  $\frac{2}{3}$  of wages, up to \$200/day or \$10,000 total.

*Employers with 500+ employees are not covered & health/emergency response employers may opt out.*

## Family & Medical Leave Act

FMLA provides certain employees with up to 12 weeks of unpaid, job-protected leave per year.

Leave can be used for a serious health condition that makes the employee unable to perform the essential functions of their job or to care for a spouse, son, daughter, or parent with a serious health condition.

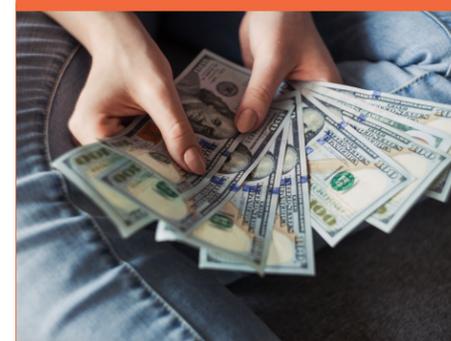
Anyone taking leave under FMLA will have their health benefits maintained during leave.

*Workers are eligible for FMLA if their employer has 50+ employees, they've worked for the employer for 12 months, and they worked at least 1,250 hours within those 12 months.*

### For more information:

**Mass Legal Services** <https://www.masslegalservices.org/> | **Family Values @ Work** <http://familyvaluesatwork.org/rights>  
**Massachusetts State Website** <https://www.mass.gov/> | To be connected to valuable resources call 211.

*~ This publication is intended to provide an accurate snapshot of key federal and Massachusetts laws. However, do not rely on this information without consulting an appropriate government agency. Laws are subject to change.*



## Massachusetts Unemployment Insurance (UI)

Some MA workers are eligible for our regular Massachusetts UI and can apply and receive around half of their average weekly wages for up to 26 weeks.

*Due to COVID-19 regular UI will be supplemented with added benefits from the Cares Act (read to the right). Between now and July 26th anyone receiving regular UI will also get an additional \$600/week. Also, once you've exhausted your regular UI, apply for PEUC.*

## Cares Act

Workers receiving UI may be eligible for additional UI benefits under the Cares Act. Workers who normally do not qualify for UI for PUA.

### Pandemic Unemployment Compensation (PUC)

All Workers who are currently receiving regular UI will automatically receive an additional \$600/week under the PUC program.

### Pandemic Emergency Unemployment Compensation (PEUC)

Workers who exhaust their regular UI can apply for an additional 13 weeks of UI benefits.

### Pandemic Unemployment Assistance (PUA)

Workers not eligible for regular UI (self-employed, insufficient earnings, regular UI disqualification) and unable to work due to COVID-19 (including closed school or daycare for worker's children) may be eligible for up to 39 weeks of PUA. The benefits will range from \$268-\$823/week., plus \$600/week in PUC through 7/26/20. This benefit is retroactive to 1/29/2020 and available until 12/26/2020.

## Additional Resources

**Earned Income Tax Credit (EITC)** is refundable tax credit, based on annual tax filings that helps lower-income working families make ends meet. A tax preparer can help you determine if you are eligible. If you are, you can receive EITC benefits even if you aren't required to file taxes.

**MA Eviction/ Mortgage Moratorium** passed on 4/20/20 will last 120 days, or until 45 days after MA lifts the COVID-19 state of emergency.

### Residential Assistance for Families in Transition (RAFT)

The RAFT Program is a homelessness prevention program that provides short-term financial assistance to low-income families who are homeless or at risk of becoming homeless.

**SNAP Benefits** provide important nutritional support for low-wage working families, low-income seniors and people with disabilities living on fixed incomes, and other individuals and households with low incomes.

