

# Massachusetts Leave Laws Made Simple

*The contours and intersection of Massachusetts leave laws and their interplay with employers' private plans and policies*

In Massachusetts, employees are eligible for paid and unpaid leave in a range of situations, benefiting from the protection of a myriad of state and federal laws. These include the Massachusetts Paid Family and Medical Leave Act (PFML), federal Family and Medical Leave Act (FMLA), Massachusetts Earned Sick Time Law, Massachusetts Domestic Violence Leave Act (DVLA), and the Massachusetts Pregnant Workers Fairness Act (PWFA), among others. Often, these leave laws intersect with each other, creating many questions for employers and employees. Learn about the contours of each law and their intersection, as well as their interplay with employers' private plans and policies. The panelists provide hypothetical examples to highlight the practical nuances seen in the workplace. Ask your questions to personalize the agenda.

## Agenda

- Overview of Leave Laws: FMLA, PFML, Earned Sick Time, DVLA, PWFA, and Leave as a Reasonable Accommodation Protected by M.G.L. c. 151B, § 4(16) and the Americans with Disabilities Act Amendments Act (ADAAA)
- PFML in Depth: Benefit and Allotment Calculation, Portability of Eligibility and Benefits Following a Change in Employment or Change in Provider, and Employers' Notice Obligations
- Benefits Coordination: Interplay of PFML with Private Plans, Internal Policies, Short-Term Disability and the FMLA

## Faculty

Gavriela M. Bogin-Farber, Esq., *Segal Roitman LLP, Boston*, Chair  
 William J. Alpine, Jr., Esq., Director, *Department of Paid Family and Medical Leave, Commonwealth of Massachusetts*  
 Carla A. Reeves, Esq., *Goulston & Storrs, PC, Boston*

## Dates & Location

Register at [www.mcle.org](http://www.mcle.org)

### LIVE WEBCAST

Thursday, May 11, 2023  
 2:00 pm–5:00 pm  
 Program Number: 2230116WBC

### REBROADCAST

Friday, May 26, 2023  
 9:00 am–12:00 noon  
 Program Number: 2230116RBC

### REBROADCAST

Monday, June 5, 2023  
 2:00 pm–5:00 pm  
 Program Number: 2230116RB1

### ON DEMAND WEBCAST

View after Monday, June 5, 2023  
 Program Number: 2230116WBA

## Tuition *(includes written materials)*

- \$245
- \$220.50 MCLE Sponsor Members
- \$122.50 New Lawyers admitted to law practice within 5 years, Pending Admittees, Law Students, and Paralegals
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To apply for a need-based scholarship, email [scholarships@mcle.org](mailto:scholarships@mcle.org).

## Materials

The materials for this program include MCLE's *Employee Leave and Accommodations Law in Massachusetts*, which, along with any other materials, can be downloaded via the link emailed to you upon registration.

Also, there is no need to take extensive notes. Two weeks after the live webcast, all registrants receive a link to a verbatim transcript and audio and videorecordings of this program.

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