

MASSACHUSETTS PARENTAL LEAVE NOTICE

PURSUANT TO M.G.L. C. 151B, §4(11A) AND C. 149, §105D, EVERY FULL-TIME EMPLOYEE IS ENTITLED AS A MATTER OF LAW TO AT LEAST EIGHT WEEKS (8) OF PARENTAL LEAVE IF S/HE COMPLIES WITH THE FOLLOWING CONDITIONS:

1. S/HE HAS COMPLETED AN INITIAL PROBATIONARY PERIOD SET BY THE EMPLOYER, NOT TO EXCEED THREE MONTHS, OR, IN THE EVENT THE EMPLOYER DOES NOT UTILIZE A PROBATIONARY PERIOD FOR THE POSITION IN QUESTION, HAS BEEN EMPLOYED FOR AT LEAST THREE CONSECUTIVE MONTHS; AND
2. S/HE GIVES TWO WEEKS' NOTICE OF HIS/HER EXPECTED DEPARTURE DATE AND NOTICE THAT S/HE INTENDS TO RETURN TO HIS/HER JOB, OR NOTICE AS SOON AS PRACTICABLE WHEN THE DELAY IN PROVIDING NOTICE IS FOR REASONS BEYOND THE EMPLOYEE'S CONTROL.

S/HE IS ENTITLED TO RETURN TO THE SAME OR A SIMILAR POSITION WITHOUT LOSS OF EMPLOYMENT BENEFITS FOR WHICH S/HE WAS ELIGIBLE ON THE DATE THE LEAVE COMMENCED, IF S/HE TERMINATES THE PARENTAL LEAVE WITHIN EIGHT WEEKS. (THE GUARANTEE OF A SAME OR SIMILAR POSITION IS SUBJECT TO CERTAIN EXCEPTIONS SPECIFIED IN M.G.L. C. 149, § 105D.). ACCRUED SICK LEAVE BENEFITS SHALL BE PROVIDED FOR PARENTAL LEAVE PURPOSES UNDER THE SAME TERMS AND CONDITIONS WHICH APPLY TO OTHER TEMPORARY MEDICAL DISABILITIES. ANY EMPLOYER POLICY OR COLLECTIVE BARGAINING AGREEMENT WHICH PROVIDES FOR GREATER OR ADDITIONAL BENEFITS THAN THOSE OUTLINED IN THIS NOTICE SHALL CONTINUE TO APPLY.

WHERE BOTH PARENTS WORK FOR THE SAME EMPLOYER, THEY WILL BE ENTITLED TO EIGHT WEEKS PARENTAL LEAVE IN THE AGGREGATE, FOR THE SAME CHILD.