



Wage and Hour & Paid Family and Medical Leave Law Changes Effective January 1, 2022

Members are reminded that the following changes to the Massachusetts Wage and Hour Law and Family and Medical Leave Law became effective January 1, 2022. To facilitate compliance, RAM has released our [2022 Retail Holiday Calendar](#) which details changes to the state's retail premium pay requirement on Sundays and certain Holidays. Additional changes include the following:

Wage and Hour Law

- Minimum wage increases to \$14.25 per hour (currently \$13.50)
- Tipped wage increase to \$6.15 per hour (currently \$5.55)
- Retail Premium Pay requirement reduces to 1.1 times the employee's regular hourly rate for work performed on Sundays and the holidays of New Year's Day, Columbus Day, Veterans Day, Memorial Day, Juneteenth, Independence Day and Labor Day.

The Fair Labor Division of the Attorney General's Office has released the following [guidance](#), including a printable version of the [wage and hour poster](#) employers must post in the workplace.

Paid Family and Medical Leave

All Massachusetts employers must distribute information to their employees and display a workplace poster that explains Paid Family and Medical Leave (PFML). The Department of Family and Medical Leave has updated the necessary notifications and posters so that they reflect the 2022 maximum benefit amount and contribution rates. [Click here to download what you need](#) and learn more about [informing your workforce](#).

Members are also urged to contact their payroll company and/or legal representatives now to explore compliance options. Members with questions may also contact the RAM office at 617-523-1900.