



Wage and Hour & Paid Family and Medical Leave Law Changes Effective January 1, 2023

Members are reminded that the following changes to the Massachusetts Wage and Hour Law and Family and Medical Leave Law became effective January 1, 2023. To facilitate compliance, RAM has released our [2023 Retail Holiday Calendar](#). Changes include the following:

Wage and Hour Law

- Minimum wage increased to \$15.00 per hour
- Tipped wage increased to \$6.75 per hour
- Retail Premium Pay mandate has been fully eliminated. Retail employees may be compensated at their regular rate of pay for work performed on Sundays and the Blue Law holidays of New Year's Day, Columbus Day, Veteran's Day, Memorial Day, Juneteenth, Independence Day, and Labor Day.

Members are reminded that the Blue Law *voluntary work* requirement remains in effect. **All work performed on Sundays, and the aforementioned holidays, by employees of retail establishments must remain voluntary and refusal to work shall not be grounds for discrimination, dismissal, discharge reduction in hours, or any other penalty.**

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

Most Massachusetts employers are subject to the requirements of the state's Paid Family and Medical Leave (PFML) law. [Click here](#) for an Employer's Introduction to PFML.

Employers are required to distribute information to their employees, and display a workplace poster, that explains the PFML program. The Department of Family and Medical Leave (DFML) has updated the [necessary notifications and posters](#) so that they reflect the 2023 maximum benefit amount and contribution rates.

The rate of contribution for the program is determined annually by the DFML. DFML has announced that effective January 1, 2023, the contribution rate on eligible employee wages will be reduced to .63%. To learn more about PFML employer contribution rates and access a contribution calculator please [click here](#).

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.