



MA Wage and Hour & Paid Family and Medical Leave Law Changes Effective January 1, 2021

RAM Releases 2021 Retail Holiday Calendar

Members are reminded that the following changes to the Massachusetts Wage and Hour Law and Paid Family and Medical Leave Law are scheduled to become effective January 1, 2021. To facilitate compliance, RAM has released our **2021 Retail Holiday Calendar** which may be found on the RAM website under membership benefits. The upcoming changes include the following:

Wage and Hour Law

- Minimum wage increases to \$13.50 per hour (currently \$12.75)
- Tipped wage increases to \$5.55 per hour (currently \$4.95)
- Retail Premium Pay requirement reduces to 1.2 times the employee's regular hourly rate for work performed on Sundays and the holidays of Memorial Day, Juneteenth*, Independence Day and Labor Day. Premium pay on New Year's Day, Columbus Day and Veteran's Day remains at one-and-one-half (1.5) times the employee's regular rate until further notice.
 - Juneteenth Independence Day has been established as an official state holiday in Massachusetts, commemorating the end of slavery in the United States. For the first time this year, non-exempt retailers are required to adhere to retail premium pay and voluntariness requirements for work performed on June 19th.

Paid Family and Medical Leave Law

Starting January 1, 2021, most types of leave required under the new law will become available to employees, including:

- medical leave to manage one's own serious health condition
- family leave to manage family affairs of a family member on active duty overseas, or to care for a covered military service member
- family leave to bond with a child newly born, adopted, or placed in foster care

All other family leave benefits to care for a family member with a serious health condition will become available on July 1, 2021.

The Department of Family and Medical Leave (DFML) has issued comprehensive guidance to assist employers with implementation and compliance with the law. Aside from providing leave, the guidance covers other considerations that employers should be aware of including the law's interaction with other forms of leave, intermittent use, job protection and non-retaliation provisions, and the employer role in the claims process. RAM strongly advises members to visit the DFML website to review this guidance and familiarize themselves with their rights and obligations under the law.

(<https://www.mass.gov/orgs/departments-of-family-and-medical-leave>)

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.