

**Summary of Minimum Wage and Paid Family Leave Provisions of
Massachusetts Ch. 121 of 2018:
An Act Relative to Minimum Wage, Paid Family Medical Leave and the Sales Tax
Holiday**

Minimum Wage:

- Increases the Massachusetts minimum wage to \$15.00 per hour by 2023.

Date	Standard Min. Wage	Tipped Min. Wage	VT Min. Wage as proposed by S.23
January 1, 2019	\$12.00	\$4.35	\$10.78
January 1, 2020	\$12.75	\$4.95	\$11.50
January 1, 2021	\$13.50	\$5.55	\$12.25
January 1, 2022	\$14.25	\$6.15	\$13.10
January 1, 2023	\$15.00	\$6.75	\$14.05
January 1, 2024	\$15.00	\$6.75	\$15.00

- Massachusetts currently requires that retailers pay time-and-a-half to employees who work on Sundays or holidays, even if their hours do not exceed 40 in a single workweek. The new law will phase out this requirement as follows:
 - 1/1/19: Employees will be paid 1.4x their regular rate for Sundays and holidays.
 - 1/1/20: Employees will be paid 1.3x their regular rate for Sundays and holidays.
 - 1/1/21: Employees will be paid 1.2x their regular rate for Sundays and holidays.
 - 1/1/22: Employees will be paid 1.1x their regular rate for Sundays and holidays.
 - 1/1/23: Employees will be paid their regular hourly wage for Sundays and holidays.
- Vermont does not have an analogous premium for work on Sundays and holidays.

Paid Family Leave:

- Will provide covered individuals with:
 - 12 weeks of paid family leave
 - 20 weeks of paid medical leave
 - For care of the covered individual’s own serious health condition. The PFL program proposed by H.196 did not provide for this.
 - 26 weeks of paid family leave to address issues that arise relating to the deployment of a family member for military service or their injury or illness suffered in the line of duty.
- Wage replacement is capped at \$850/week.
- Program will be paid for by a 0.63% payroll tax on each employee’s wages.
 - The payroll tax will likely be split roughly 50/50 between employees and employers, based on a statutory formula and annual changes in contribution rates that will be determined by the Commissioner of the Department of Family and Medical Leave based on program experience.
 - The details of this issue are being addressed in H.4758, which is a cleanup bill proposed by the Governor. The bill is currently sitting in the House Committee on Ways and Means, but is expected to be taken up for action sometime this fall.