


<div>  Massachusetts - Employer Notice Requirements </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
MA Parental Leave Act (MPLA)	Leave	6 employees (MA)	N/A	N/A	<a href="#">Yes</a> - See the requirements outlined in the Parental Leave Guidelines document.	N/A
MA Paid Family and Medical Leave (PFML)	Leave and Pay	1 employee (MA)	N/A	<a href="#">Yes</a> - Two separate notices depending on company size (requires employee acknowledgment within 30 days of hire). New hires may accept or decline receipt of the notice information, and this must be documented. The notice also needs to be provided annually.*	<a href="#">Yes</a> - Separate from employee notice.	N/A

\*The PFML notice must also be provided annually to existing employees when the new notice is released (no updated employee acknowledgement is generally required, but their acknowledgement or lack thereof should be documented). Notice typically released in October time, and must be provided to employees by December 2. We will provide an update via our newsletter each year when the new notice is released.

#### ADDITIONAL INSIGHTS

The above handbook, new hire and employer notice/poster requirements, if applicable (see above the requirements for each state), only apply if you are considered a Covered Employer under each law (see "Covered Employer" field).

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