

SENATE No. 2869

The Commonwealth of Massachusetts

PRESENTED BY:

Adam G. Hinds

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act to protect working parents during the COVID-19 emergency.

PETITION OF:

NAME:

Adam G. Hinds

DISTRICT/ADDRESS:

Berkshire, Hampshire, Franklin and Hampden

SENATE No. 2869

By Mr. Hinds, a petition (accompanied by bill) (subject to Joint Rule 12) of Adam G. Hinds for legislation to protect working parents during the COVID-19 emergency. Labor and Workforce Development.

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-First General Court
(2019-2020)**

An Act to protect working parents during the COVID-19 emergency.

Whereas, The deferred operation of this act would tend to defeat its purpose, which is to protect workers during a public health emergency, therefore it is hereby declared to be an emergency law, necessary for the immediate preservation of the public convenience.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 SECTION 1. Notwithstanding any general or special law to the contrary, an employer
2 shall not terminate an employee who cannot physically report to work due to a lack of childcare.
3 An employer may require that an employee utilize paid time off including vacation, sick, and
4 personal time for any time that they cannot perform their duties due to a lack of childcare. An
5 employer shall, to the best of their ability, provide reasonable accommodations to employees
6 lacking childcare including, but not limited to telecommuting and flexible schedule
7 arrangements.

8 SECTION 2. An individual who is unable to perform their job functions due to a lack of
9 childcare and who has exhausted all of their paid time off benefits, shall be eligible for

10 unemployment benefits until 90 days following the termination of the state of emergency
11 declared March 10, 2020. Such employees shall then be entitled to return to their position.

12 SECTION 3. This act shall expire 90 days following the termination of the state of
13 emergency declared March 10, 2020.