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## **ASM keeps watchful eye on new sick leave law**

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Last November, Massachusetts voters approved Ballot question #4, requiring employers to grant sick leave to employees in the Commonwealth, effective July 1, 2015.

Over the past several weeks, the provisions of the law have been spelled out in numerous publications, detailing who is covered; how the earned sick time can be used; how much can be carried over to the next calendar year; whether unused sick time must be paid upon separation from employment; whether companies with collective bargaining agreements must now provide earned sick time; and more.

Even more important are the unanswered questions, of which there are many, including whether payment for earned sick time must include premium or overtime pay; whether unused time must be compensated at year end; whether sick time accrues if there are breaks in service, and more.

Together with other construction groups, ASM has compiled a list of questions about the law to present to the Attorney General, who is charged with drafting regulations. Like the rest of the business community we will be looking for clarification and guidance on the law, before it takes effect on July 1, 2015.

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