

# Massachusetts Coronavirus Guidance

In response to the Coronavirus (COVID-19) global pandemic, state governments have issued guidance to help employers comply with labor and employment laws during the outbreak. Employer resources on the actions Massachusetts has taken during this time are provided below.

Because states are continually monitoring and responding to developments related to COVID-19, employers are strongly advised to visit the [Massachusetts Department of Health COVID-19 webpage](#) for the latest updates and business-related resources.

## Stay-at-home Orders, Remote Work and Re-opening Measures

- The [Reopening Massachusetts](#) section of the Mass.gov website provides the latest information on the phases of reopening, including guidance for businesses on reopening.

## Employee Leave

Effective June 7, 2021, Massachusetts employers must provide [COVID-19 emergency paid sick leave](#) for:

- Specified coronavirus-related exposure, diagnosis, illness, treatment, isolation or quarantine of employees or their family members; and
- Employees' COVID-19 vaccination and recovery from vaccination. Effective Oct. 1, 2021, the leave also covers the need to care for a family member who has received or is recovering from a COVID-19 vaccination.

Leave is also required when employees' COVID-19 symptoms inhibit teleworking.

The costs of leave are reimbursed by the state; however, costs eligible for the extended tax credit for leave under the Families First Coronavirus Response Act will not be reimbursed. On Feb. 28, 2022, the state announced that **the leave requirement would end on March 15, 2022**, because reimbursements were approaching their budgeted limit. Employers must continue to offer emergency paid sick leave through that date.

The state will continue to honor employer requests for reimbursement until April 29, 2022; all reimbursement requests must be submitted by then. Official state guidance about the program explains how employers can apply for reimbursement through the MassTaxConnect website.

The COVID-19 emergency paid sick leave law requires **40 hours** of leave for full-time employees and an amount of leave based on scheduled work hours for part-time employees. Employee compensation is capped at **\$850 per week** and may be reduced by wages or wage replacement the employee receives under a government program or law.

The new leave must be provided in addition to other employer-provided leave (including earned sick time under state law), but employers may substitute for the new leave a separate COVID-19 paid sick leave policy that satisfies the law's requirements. Employers may not require that other paid leave be used first.

Nonretaliation provisions and employer and employee [notice requirements](#) apply. The state has created a [website](#) with further information and resources about the law.

Before the COVID-19 emergency paid sick leave law was passed, the Massachusetts attorney general issued [guidance](#) indicating that state earned sick time may be used if public health officials or health care providers require an employee or a family member to quarantine.

## Unemployment

- [Employer Unemployment FAQs: COVID-19](#)