

Massachusetts Expands Sick Time Law to Include Pregnancy Loss, Failed Assisted Reproduction, Adoption, or Surrogacy

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Effective November 21, 2024, Massachusetts employers covered by the Massachusetts Earned Sick Time law must now provide expanded benefits under the Law to address various types of reproductive losses. Employers will want to be aware of the coverage requirements to respond accordingly to employee requests.

The amendment to the sick time law was included in “[An Act Promoting Access to Midwifery Care and Out-of-Hospital Birth Options](#),” which Governor Maura Healey signed into law on August 23, 2024.

Quick Hits

- Effective November 21, 2024, Massachusetts employees working for covered employers will receive expanded benefits under the Massachusetts Earned Sick Time Law to address various types of reproductive losses.
- Employers will want to be aware of the coverage requirements to respond accordingly to employee requests.

Specifically, the expanded benefits allow an employee to “address the employee’s own physical and mental health needs, and those of their spouse, if the employee or the employee’s spouse experiences pregnancy loss or a failed assisted reproduction, adoption or surrogacy.” With this expansion of the law, Massachusetts continues as a leader in providing generous leave benefits in the United States.

Employers may want to consider updating their handbooks and policies to ensure employees and managers are aware of this upcoming change.

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