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TO: Pastors/Administrators/Parish Business Managers/Finance & Operations Managers/Principals

FROM: Human Resources

DATE: March 3, 2022

RE: MA COVID-19 Emergency Paid Sick Leave Is Ending March 15, 2022 – Prompt Action Needed

OVERVIEW

An Act Providing for Massachusetts COVID-19 Emergency Paid Sick Leave (MA EPSL) was enacted by the Legislature and signed by Governor Baker, effective May 28, 2021. The state has now announced that this program will be ending on March 15, 2022. All employers are required to make paid leave time available to employees for certain COVID-related illnesses, quarantine, and vaccinations up to March 15, 2022, and then may submit applications for reimbursement from the state by April 29, 2022.

FOR MORE INFORMATION

You may click on the following link to the RCAB Risk Management's MA EPSL page:

[Mass COVID-19 Temporary Emergency Paid Sick Leave – RCAB Office of Risk Management \(rcabrisk.org\)](https://rcabrisk.org/mass-covid-19-temporary-emergency-paid-sick-leave)

Here you will see documents including:

- The state's notice that MA EPSL will be ending on March 15, 2022
- FAQs
- A worksheet for employers
- A sample employee leave request form
- A presentation outlining the compliance and reimbursement process
- A worksheet for adjustment of paid time off
- A presentation outlining requirements of the law (notifying employees, who is covered, reasons for leave, leave amounts, compensation for leave, etc.)

All are encouraged to submit questions to the following designated email address: epsl@rcab.org

You may also view the state's EPSL website by clicking on the following link:

<https://www.mass.gov/info-details/covid-19-temporary-emergency-paid-sick-leave-program>



Commonwealth of Massachusetts

Massachusetts COVID-19 Emergency Paid Sick Leave

(This notice was received by RCAB via email 02-28-22, 4:51 PM & posted to mass.gov 03-01-22, 4:12 PM)

Massachusetts Employers,

You are hereby notified that the COVID-19 Massachusetts Emergency Paid Sick Leave Program (MEPSL) will be ending in 15 days, on March 15, 2022. Employers must continue to offer leave to eligible employees through March 15.

Employers may seek reimbursement for qualifying leave costs taken between May 28, 2021 and March 15, 2022. Applications for reimbursement must be submitted by April 29, 2022.

Background:

MEPSL was created in May, 2021, to assure that Massachusetts workers had access to paid sick leave in connection with COVID-19. While the program is in effect, employers must offer up to a week's leave for qualifying reasons to their Massachusetts workforce, and may seek reimbursement from the Commonwealth, up to \$850 per employee.

Under the terms of the MEPSL law, as amended, A&F is authorized to end the program with 15-days' notice when \$85 million in applications have been submitted, or the program is on track to hit its \$100 million budget. Applications totaling \$85 million have now been submitted.

Employers may continue to submit applications for reimbursement after the program has closed. A&F has determined that claims will be accepted for approximately 6 weeks after the program ends, until April 29, 2022.

For further information, including details on the mandate and on how to secure reimbursement, see <https://www.mass.gov/info-details/covid-19-temporary-emergency-paid-sick-leave-program>