

An Initiative Petition for a Law Expanding Eligibility for Paid Family and Medical Leave

Be it enacted by the People, and by their authority,

SECTION 1. Section 1 of chapter 175M of the General Laws, as appearing in the 2022 Official Edition, is hereby amended by adding the following definition:

“Ineligible employee”, an employee whose employer is not subject to this chapter.

SECTION 2. Section 1 of chapter 175M of the General Laws, as appearing in the 2022 Official Edition, is hereby amended by adding the following new subsection (vii) at the end of the definition of “Covered individual”:

“(vii) an ineligible employee who has elected coverage under subsection (k) of section 2”

SECTION 3. Section 2 of chapter 175M of the General Laws, as appearing in the 2022 Official Edition, is hereby amended by adding this new subsection (k):

“(k) An ineligible employee may elect coverage under this chapter and become a covered individual for an initial period of not less than 3 years by filing a notice of election in writing with the department and making contributions as required in section 6 to the Family and Employment Security Trust Fund established in section 7; provided, however, that an ineligible employee who elects coverage shall not be eligible for benefits until that ineligible employee has made such required contributions for at least 2 calendar quarters of the ineligible employee’s last 4 completed calendar quarters. The election shall become effective on the date of filing the notice. The department shall establish a process by which ineligible employees may elect coverage under this chapter.”

SECTION 4. Section 6 of chapter 175M, as appearing in the 2022 Official Edition, is hereby amended by adding this new subsection (g):

“(g) An ineligible employee who is electing coverage under subsection (k) of section 2 shall be responsible for all contributions set forth in subsection (a) of this section on that ineligible employee’s income.”

SECTION 5: The provisions of this law are severable, and if any clause, sentence, paragraph or section of this law or an application thereof shall be adjudged by any court of competent jurisdiction to be invalid, such judgment shall not affect, impair, or invalidate the remainder thereof but shall be confined in its operation to the clause, sentence, paragraph, section or application adjudged invalid and such clause, sentence, paragraph, section or application shall be reformed and construed so that it would be valid to the maximum extent permitted.

The following registered voters subscribe to the above initiative petition:

Signature James E. Flinn Address 893 Dewey St.

Signature Lauren K. Werman Address 893 Dewey St.

Signature Stephen R. Hill Address 91 Hillside Ave

Signature Christian M. Hill Address 91 Hillside Ave

Signature Ken Hill Address 91 Hillside Ave