



THE COMMONWEALTH OF MASSACHUSETTS
Secretary of the Commonwealth - William Francis Galvin

The Massachusetts Register Submission Confirmation

You have successfully entered a Regulation request which has been saved with the Regulation Division.

After the form has been printed, it must be signed and dated by an authorized individual and finally delivered to the Regulations Division at the following address:

Secretary of the Commonwealth
State Publications and Regulations
State House, Room 117
Boston, MA 02133

The Regulatory process will not begin until the Signed filing form has been received by the Regulations Division. Check the Register publication schedule carefully. The entered regulation will not be put into the publication schedule until the official signed version is received by the Regulations Division and meets the Register publication deadlines.

If text in this document is cut off, please contact the Regulations Division staff to have this entry removed. This document must be re-entered so it will fit on the printed form.

**THE COMMONWEALTH OF MASSACHUSETTS****William Francis Galvin**

Secretary of the Commonwealth

Regulation Filing *To be completed by filing agency*CHAPTER NUMBER: **454 CMR 30.00**CHAPTER TITLE: **Professional Employer Organization Registration Regulation**AGENCY: **Department of Labor Standards**SUMMARY OF REGULATION: *State the general requirements and purposes of this regulation.*

454 CMR 30.00 shall be a new regulation. Recently enacted legislation (M.G.L. c. 149, sec.s 192-203) requires that businesses providing professional employer services for client companies, commonly known as PEOs, to register with the DLS and it requires DLS to promulgate regulations to establish the process, fee, and incidentals of registration. This regulation will require PEOs providing outsourced human resource tasks will be adequately financed, bonded, inspected and in compliance with the new statutory requirements. The regulation establishes an annual registration fee of \$500 and requires that PEOs maintain their business records and submit to inspections by DLS.

REGULATORY AUTHORITY: **M.G.L. c. 149, sec.s 192-203**AGENCY CONTACT: **John Ronan** PHONE: **(617) 626-6976**ADDRESS: **19 Staniford Street, 2nd Floor, Boston, MA 02114****Compliance with M.G.L. c. 30A**EMERGENCY ADOPTION - *if this regulation is adopted as an emergency, state the nature of the emergency.*

PRIOR NOTIFICATION AND/OR APPROVAL - *If prior notification to and/or approval of the Governor, Legislature or others was required, list each notification, and/or approval and date, including notice to the Local Government Advisory Commission.*

A & F Approval - February 4, 2019**Local Government Advisory Committee Notice - February 7, 2019**

PUBLIC REVIEW - *M.G.L. c. 30A sections 2 and/or 3 requires notice of the hearing or comment period, including a small business impact statement, be filed with the Secretary of the Commonwealth, published in appropriate newspapers, and sent to persons to whom specific notice must be given at least 21 days prior to such hearing or comment period.*

Date of public hearing or comment period: **March 20, 2019**

FISCAL EFFECT - *Estimate the fiscal effect of the public and private sectors.*

For the first and second year: _____

For the first five years: _____

No fiscal effect: _____

SMALL BUSINESS IMPACT - *M.G.L. c. 30A section 5 requires each agency to file an amended small business impact statement with the Secretary of the Commonwealth prior to the adoption of a proposed regulation. If the purpose of this regulation is to set rates for the state, this section does not apply.*

Date amended small business impact statement was filed: February 22, 2019

CODE OF MASSACHUSETTS REGULATIONS INDEX - *List key subjects that are relevant to this regulation:*
Professional Employer Services, Professional Employer Organizations, PEO, PEOs.

PROMULGATION - *State the action taken by this regulation and its effect on existing provisions of the Code of Massachusetts Regulations (CMR) or repeal, replace or amend. List by CMR number:*

This shall be a completely new regulation requiring registration for an industry (i.e., PEOs) that heretofore was un-regulated.

ATTESTATION - *The regulation described herein and attached hereto is a true copy of the regulation adopted by this agency.* ATTEST:

SIGNATURE: _____ DATE: _____

Publication - *To be completed by the Regulations Division*

MASSACHUSETTS REGISTER NUMBER: _____ DATE: _____

EFFECTIVE DATE: _____

CODE OF MASSACHUSETTS REGULATIONS

Remove these pages: | Insert these pages:

