

3. Commissioners' Update

Chairwoman Thomas George reported that Commissioner Monserrate Rodríguez Colón retired in May 2025 following seven and a half years of dedicated service to the Commission. She expressed deep gratitude for Commissioner Rodríguez Colón's contributions, highlighting her commitment to equity and her role in advancing MCAD's mission. The Chair reflected on the value of her experience, noting that she provided wisdom, mentorship, and a steady presence to both staff and fellow commissioners. She added that Commissioner Rodríguez Colón will be greatly missed, but her contributions have left a lasting impact on the agency.

The Chair also described the July all-staff meeting held at the Worcester office. She praised the strong turnout from all MCAD offices and remarked on the enthusiasm of staff during both training sessions and breakout discussions. She noted that the meeting created opportunities for staff to share best practices, address challenges collaboratively, and engage with leadership directly. She thanked those who coordinated the day's logistics and programming, emphasizing how such gatherings strengthen professional development and team morale across the agency.

Commissioner Jean-Francois did not have additional updates but echoed the Chair's sentiments, adding that Commissioner Rodríguez Colón's service was exemplary and left a positive impact on the agency.

4. Executive Director FY25 Year-End Review and Performance Rating (taken out of order)

Executive Director Michael Memmolo presented his FY25 year-end review, aligning his remarks with the SMART Goals set for the year. He began by correcting a clerical error in his written submission, clarifying that the triage initiative successfully processed approximately 5,000 cases. He explained that this achievement demonstrated the agency's growing capacity to address its backlog, even as staffing and resources remain limited.

Mr. Memmolo reported that the Commission Case Management System (CCMS) was entering its final testing phase. He described the project as the largest technological undertaking in MCAD's history and commended the collaboration of General Counsel, Deputy General Counsel, attorney advisors, managers, subject matter experts, and IT specialists. He stressed that CCMS will transform both the agency's internal operations and public-facing services by modernizing intake, record-keeping, and case tracking.

He further noted that MCAD experienced strong staff retention during FY25, with only one voluntary departure. He credited this in part to the Rise Employee Engagement Committee, which has created initiatives to improve workplace culture and foster open communication. He also discussed increased professional development opportunities, recognizing that training and skills-building are essential for meeting the demands of the agency's work.

Mr. Memmolo highlighted MCAD's visibility at major public events, including the 60th Anniversary of the 1965 Freedom Rally, where the agency honored the role of former Commissioner Ruth Batson, and MCAD's first participation in Boston Pride. He explained that

these appearances underscored the Commission’s commitment to communities whose rights remain vulnerable. He also noted the partnership with Northeastern University to create updated public education materials, which he said would expand accessibility and awareness of the agency’s role.

Following his presentation, Chairwoman Thomas George praised Mr. Memmolo for his visible and engaged leadership, accessibility to staff, and his ability to inspire confidence both within and outside the agency. Commissioner Jean-Francois acknowledged his strong accomplishments but emphasized that backlog reduction and timely processing remain the Commission’s most pressing challenges.

Chairwoman Thomas George initially moved to rate the Executive Director’s performance as “Exceptional.” Commissioner Jean-Francois, while agreeing on his successes, moved instead to assign a rating of “Highly Effective,” citing the need for continued focus on backlog reduction. Chairwoman Thomas George seconded this motion, and the Commission approved the rating unanimously.

Roll Call Vote:

<i>Chairwoman Thomas George</i>	<i>Aye.</i>
<i>Commissioner Jean-Francois</i>	<i>Aye.</i>

5. Executive Director’s Update

Mr. Memmolo provided an update on agency operations. He began by revisiting the July all-staff meeting, which he described as a pivotal moment to recognize employee contributions, provide training, and gather feedback. He reiterated that FY25 was a transitional year and noted the agency’s successful adaptation to hybrid operations.

He announced that a new Chief Financial Officer would begin on September 8, 2025, a role that will be critical to meeting the requirements of revised statutory obligations effective January 1, 2026. He stressed that the addition of the CFO would strengthen the agency’s financial planning and compliance.

Mr. Memmolo presented the FY26 spending plan, totaling \$12,713,525. He detailed that approximately 87 percent of the budget is dedicated to payroll and CCMS, with the remainder covering operational necessities such as rent, technology, subscriptions, translation and language access, and training. He noted that although the legislature granted an additional \$443,000 in funding, the budget still falls \$193,000 short of the agency’s request, creating constraints around new hiring and promotional opportunities.

Turning to federal contracts, Mr. Memmolo reported that the EEOC contract, valued at \$1.4 million, is set to expire September 30, 2025, with \$1 million allocated to CCMS. He cautioned that reimbursements are not guaranteed in full. He also reviewed the HUD contract, valued at approximately \$805,000, which ended June 30, 2025. He praised the housing unit for managing an extraordinary caseload and commended investigators who maintained strong output despite supervisory transitions.

He emphasized that the agency is closely monitoring federal funding developments and may seek intervention from the Governor's Office if delays or reductions occur. He closed by reaffirming that CCMS remains on budget, with the final testing phase expected to conclude by the end of September. He stated that stakeholder engagement, accessibility testing, and comprehensive staff training will ensure a smooth rollout.

6. Proposed Plan for Procedural Regulations (804 CMR 1.00)

General Counsel Deirdre Hosler presented the proposed plan to revise the Commission's procedural regulations. She explained that CCMS and statutory changes made it essential to modernize 804 CMR 1.00 to ensure the regulations remain functional and aligned with current practices.

General Counsel Hosler reported that staff believe they can have a working draft of the regulations to the Commissioners by the end of September. When asked about the September 30th date, she stated that, barring any unforeseen circumstances, the draft could be ready by that time, but she could not fully promise that exact date.

Commissioners will review the draft in October, with the goal of voting to release it for a 60-day public comment period in November. General Counsel Hosler explained that the Administrative Procedures Act requires multiple hearings and emphasized that transparency and accessibility would be central to the process.

Commissioners discussed the timeline, noting that the Commission will expand to five members on January 1, 2026. They acknowledged that new commissioners may propose changes that could require reopening the public comment period. Both commissioners agreed that it is essential to provide the public with meaningful input opportunities.

7. Legislative Affairs Committee Recommendations

Mr. Memmolo presented the Legislative Affairs Committee's recommendations, noting that the review was narrowed from over 800 bills in the prior session to approximately 200 this year. He explained that the agency's strategy was to focus on bills with the most direct impact on MCAD's mission and provide written testimony where appropriate.

He highlighted House Bill 1622, which would extend the statute of limitations for filing complaints from 300 days to three years. Commissioner Jean-Francois stated that she could support extending the period modestly, such as 360 days, but expressed concern about the challenges of a full three-year statute. She noted that delayed filings risk stale evidence and reduced investigatory effectiveness. She recommended amending the Commission's position from "oppose" to "amend" to preserve flexibility. Chairwoman Thomas George agreed, emphasizing that while MCAD supports access to justice, extending to three years could ultimately harm complainants and undermine the Commission's effectiveness.

Following discussion, the Commissioners did not reach agreement on changing the Commission's position regarding House Bill 1622. Accordingly, no action was taken to amend the Commission's position, and the matter will be revisited at a future meeting. The remainder of the Legislative Affairs Committee's recommendations were adopted as presented.

Roll Call Vote:

Chairwoman Thomas George

Aye.

Commissioner Jean-Francois

Aye.

8. Other Business

No additional matters were raised.

9. Next Meeting Date

The next meeting date will be scheduled in the coming weeks. The agenda will include discussion of the Executive Director's SMART Goals for FY26.

10. Adjournment

The meeting concluded at 3:47 PM. A motion to adjourn was made and seconded and passed by a vote of 2-0.

Roll Call Vote:

Chairwoman Thomas George

Aye.

Commissioner Jean-Francois

Aye.

List of Documents and Other Items Used

1. Notice of Meeting and Agenda dated August 27, 2025
2. Minutes from July 22, 2024
3. Executive Director FY25 SMART Goals and Year-End Report
4. Massperform Manager Ratings
5. Legislative Affairs Committee Recommendations



NOTICE OF MEETING AND AGENDA

Pursuant to the Massachusetts Open Meeting Law, M.G.L. c. 30A, §§ 18-25, and the extended temporary provisions pertaining to the Open Meeting Law (most recently extended on March 28, 2025), notice is hereby given of a meeting of the **Massachusetts Commission Against Discrimination**. The meeting will take place:

Wednesday | August 27, 2025 | 2:00PM
REMOTE MEETING - USING YouTube

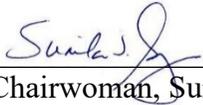
https://www.youtube.com/channel/UCh_wjAthLJTQf-KMgMGv1Yw

Please note that the Commission will conduct this public meeting in person and remotely utilizing collaboration technology. Use of this technology is intended to ensure an adequate, alternative means of public access to the Commission's deliberations for any interested member of the public. If there is any technical problem with the Commission's remote connection, an alternative conference line will be noticed immediately on www.mass.gov/mcad.

All documents and presentations related to this agenda will be available for review on the MCAD website.

1. Call to Order
2. Approval of Minutes – July 22, 2024 **VOTE**
3. Commissioners' Update
4. Executive Director's Update
5. Proposed plan for procedural regulations (804 CMR 1.00) update and tentative timeline for public comment period and publication from Legal
6. Legislative Affairs Committee Recommendations **VOTE**
7. Executive Director FY25 year-end-review and performance rating **VOTE**
8. Other Business - Reserved for matters the Chair did not reasonably anticipate at the time of posting.
9. Next Meeting Date
10. Adjournment

I certify that on this date, this Notice was posted as “MCAD Public Meeting Notice and Agenda (August 27, 2025)” at www.mass.gov/mcad emailed to regs@sec.state.ma.us. Posted to Website: August 22, 2025 at 12:00 PM.



Chairwoman, Sunila Thomas George

This meeting is open to all interested individuals. If there are any questions pertaining to accessibility and/or further assistance is needed, please email ruthy.barros2@mass.gov.



Massachusetts Commission Against Discrimination Meeting Minutes

Date/Time: July 22, 2024 at 1:30PM
Place: Massachusetts Commission Against Discrimination
Monday | July 22, 2024 | 1:30PM
REMOTE MEETING - USING YouTube
https://www.youtube.com/channel/UCh_wjAthLJTQf-KMgMGv1Yw

The Commission conducted this public meeting remotely utilizing collaboration technology to ensure an adequate alternative means of public access to the Commission's deliberations for any interested member of the public. All documents and presentations related to this agenda are available for review on the MCAD website.

Commissioners Present:

Chairwoman Sunila Thomas George
Commissioner Monserrate Rodríguez Colón
Commissioner Jean-Francois

1. Call to Order

Chairwoman Thomas George called the meeting to order at 1:34 PM. Roll call attendance was conducted, confirming all commissioners were present.

Roll Call Vote:

Chairwoman Thomas George Aye.
Commissioner Monserrate Rodríguez Colón Aye.
Commissioner Jean-Francois Aye.

2. Approval of Minutes from July 16, 2024

Commissioner Jean-Francois moved to approve the minutes with an edit to the first sentence of July 16, 2024. The motion was seconded by Commissioner Rodríguez Colón and passed with a vote of 3-0.

Roll Call Vote:

Chairwoman Thomas George Aye.
Commissioner Monserrate Rodríguez Colón Aye.
Commissioner Jean-Francois Aye.

3. Commissioners' Update

No updates were provided by the commissioners.

4. **Executive Director's Update**

Executive Director Michael Memmolo reported that the YouTube broadcast setup for the meeting was different from usual, making all participants visible to the public at all times. He also provided an update on the FY25 budget issued by the legislature, noting no changes to the MCAD budget. Mr. Memmolo discussed the need for supplemental funding and mentioned plans to seek additional funding during the fiscal year based on the current budget.

Mr. Memmolo explained that despite no changes to the budget, the agency would continue its planned operations. He highlighted the significance of the budget for maintaining the Commission's functions and addressing ongoing needs. Mr. Memmolo expressed his gratitude for the commissioners' support and reiterated the importance of transparent communication with the public and other stakeholders regarding budgetary matters.

5. **Continued Discussion and Approval of FY25 Goals for Executive Director Part A: Planning and Goal Setting**

The commissioners engaged in a detailed discussion on the revised draft of the FY25 Goals for the Executive Director. Commissioner Rodríguez Colón appreciated the additional details and timelines included in the new draft. Commissioner Jean-Francois suggested minor edits to improve clarity, such as changing "mitigation of future backlog" to "mitigate future backlog," and correcting the timeline for goal alignment to Fall of 2024.

Chairwoman Thomas George noted the importance of setting a baseline for increased staff retention and recommended developing quantifiable metrics. Commissioners agreed that having current data would help in evaluating progress during the mid-year review. Executive Director Memmolo acknowledged the feedback and thanked the commissioners for their input.

Commissioner Jean-Francois moved to accept the FY25 Goals for Executive Director Part A: Planning and Goal Setting dated July 17, 2024, with the three proposed edits. The motion was seconded by Commissioner Rodríguez Colón and passed with a vote of 3-0.

6. **Other Business – Reserved for matters the Chair did not reasonably anticipate at the time of posting.** No additional matters were discussed.

7. **Next Meeting Date** – The next meeting date is to be determined.

8. **Adjournment** - The meeting concluded at 1:53 PM. Commissioner Jean-Francois moved to adjourn, seconded by Commissioner Rodríguez Colón. The motion passed with a vote of 3-0.

Roll Call Vote:

<i>Chairwoman Thomas George</i>	<i>Aye.</i>
<i>Commissioner Monserrate Rodríguez Colón</i>	<i>Aye.</i>
<i>Commissioner Jean-Francois</i>	<i>Aye.</i>

List of Documents and Other Items Used

1. Notice of Meeting and Agenda dated July 22, 2024
2. Minutes from July 16, 2024
3. Executive Director draft SMART objectives

DRAFT

Implement efficiencies that:

- 1) Mitigate future backlog
 - a. Set intake to correspond with staffing capacity levels – *Implementation to begin August 2024 – Completed– Intake was reduced to by 11% daily to align with staffing levels. This reduced the overall yearly intake capacity by 33% and maintained approximately 2900 intake appointments/year. Great steps were taken to notify the public and stakeholders and the agency implemented emergency protocols for individuals that were facing statute of limitation issues for their claims.*
- 2) Decrease processing time of complaints from filing to disposition – *Successes outlined below.*
 - a. Implement efficiencies that improve agency timelines to issue decisions for filed complaints
 - i. Case triage assessment at intake
 1. Implement staff recommendations to assess complaints to prioritize investigations and quickly move cases to disposition – *Late Spring 2025 – Completed- Implemented in March 2025 by Acting Chief of Investigations. Triage of all active cases (approximately 500 cases), irrespective of year filed, was completed in June 2025. Triage included assessment of case status, public interest, dismissal status, and track for LOPC or PC decision.*
 2. Reduce timeline from filing to disposition that is less than current (24 – 30 months) – *June 2025 – Partially Completed - This goal is expected to be met in FY26 with the launch of CCMS and implementation of new investigative processes, including triage upon filing, and with the anticipated adoption of new agency Regulations. Looking to complete our EEOC contract to that exceeds previous fiscal year assisting us to meet the 30-month timeline.*
 - ii. Revise PC disposition to align with LOPC disposition – *Fall 2024 – Completed - Upon review the Investigations Division, under the Actin Chief of investigations determined that the PC disposition template should not change; however, the short form LOPC template was reworked and further streamlined.*
 - iii. Recommend to Commissioners internal process and Regulatory changes to improve timelines – *Late Spring 2025 – Completed - This goal was accomplished in April 2025 (RE April 13, 2025 email to Commissioners) Included individual meetings with Commissioners, and the Acting Chief of Investigations, to discuss process changes that were being implemented and to discuss additional processes to be executed by the agency*

- a. Increase participation over current levels by highlighting monthly meetings and events to encourage participation – *Monthly – Completed - Participation in the RISE committee grew in or around December 2024 saw increase in 2-3 additional staff members. Sent out surveys on 2/19/25 relative to ERG creation and to promote RISE Participation.*
 - i. *Please reference the abundance of RISE events took take place each month, please see Civil Writes July 2024 – June 2025.*
 - b. Direct funding support for RISE initiatives, where possible and within budgeted funds – *Monthly – Completed - Financially supported several RISE events including events, Intern luncheons, January RISE luncheon, CCMS show and tells, All-staff Icebreaker, BU basketball game, and June Pride participation.*
 - c. *Support staff professional development through funding for training, where possible and within budgeted funds – Monthly – Completed - The agency invested heavily in team trainings during FY25. Beginning in April an abundance of much-needed Investigations Division trainings, as identified by the Acting Chief of Investigations, were supported by way of altering agency intake availability and office hours. Agency- wide training investment began in January – MOLA LGBTQIA2S+ 101 Training, continued in May with antisemitism training. FY26 will see even more all-staff trainings, including training on microaggressions in the workforce. All employees that requested professional development opportunities were approved. Will continue to promote and support professional development requests, within budget.*
- 3) Ensure HR/DEI initiatives are supported and realized in quarterly/yearly reporting to HRD – *Quarterly – Completed - Worked with the Director of HR/DEI to ensure reports were submitted each quarter and that the agency continued to excel in these diversity efforts. The MCAD still remains one of the most diverse agencies in the Commonwealth as we continue to exceed representation in in virtually all categories, please consult ODEO’s diversity dashboard.*
- a. Continue monthly DEI celebrations and recognition events – *Monthly – Completed - Press Secretary/Communications Director and the Director of HR/DEI were tasked with recognizing diversity celebrations, and this was reflected in monthly planning, coordinating and promoting celebration events and communications, across all MCAD offices as well as coordinating robust social media campaigns to recognize these important celebrations. The agency for the first time participated in the Boston Pride event to promote protections (Trans status/Gender Identity) still covered under MA anti-discrimination law, despite changes at the Federal Government level. Most notably the agency participated in the 60th Anniversary of the historic 1965 Freedom Rally led by Martin Luther King and MCAD Commissioner Ruth Batson.*

- 4) Continue to identify opportunities, when available, for procurement diversity- Identify opportunities when the agency has procurement needs – *As needed – Completed - Agency was awarded the SDO Small Business Star Award in FY25 for incredible increases in small business spending in FY24.*
2. Communicate and collaborate with internal and external stakeholders with a focus on creating partnerships that serve the agency’s mission and goals; continued push for MCAD legislative priorities; and maximizing education efforts.
 - 1) Meet with the MCAD’s Advisory board – *As requested - Completed - Consistently updated the Advisory Board on agency budget, outside sections, federal contracts and other important agency operations throughout the fiscal year.*
 - 2) Facilitate relationships with stakeholders to implement mutually beneficial agreements that advance the agency’s mission to “eradicate discrimination” – *Facilitate agreements throughout fiscal year (July 2024 – June 2025) – Completed - Agency collaborated with a number of stakeholders during FY25 including the City of Boston (MOLA & Boston Health Commission), Northeastern University, DESE (MA Civics Showcases), MCLE – many speaking events, MA Probation (Diversity Training for those convicted of a hate crime) and MA Division of Occupational Licensure (DOL) – MOU for information sharing – Not yet final.*
 - 3) Continue the agency’s legislative efforts by tracking bills impacting the agency and its jurisdiction and advocate for/against legislation with the Legislature and external stakeholders – *Ensure MCAD priority bills are filed by January 1, 2025, Legislative priorities presented to the Commissioners early Spring 2025, Legislative outreach late spring 2025 – summer 2025. – Successful. Completed – MCAD Fund Bill was once again filed for the current legislative session in January . The agency held its first legislative briefing since 2018, on April 8th, on this bill, other matters and in support of its funding. The Commissioners received legislative priorities via email in May.*
 3. Manage agency operations and finance with a focus on advocating for increases to the MCAD’s budget; managing the budget to minimize impact on agency goals and mission when reduction of costs is necessary.
 - 1) For FY25 continue to serve in the role as the MCAD’s CFO and execute the duties of that position due to budgetary constraints – *July 2024 – June 2025- Partially Completed - The agency attempted to hire a CFO during Q2/Q3 of FY25 but was unsuccessful. A new posting went live in Q4 of FY25 and the agency is in final negotiations for that position. ED continues to serve as CFO and COO.*
 - 2) Continue to advocate for maximum funding for the agency to support its mission

- a. Advocate for supplemental FY25 Funding - July – October 2024 – *It was determined that supplemental funding was not required in FY25.*
 - b. Request FY25 supplemental funding – October 2024 – *It was determined that supplemental funding was not required in FY25.*
 - c. Submit FY26 funding request to A&F – November – December 2024 – *Completed, submitted on time*
 - d. Submit FY26 funding request to House and Senate Ways and Means – February 2025 – *Completed - Submitted on time – Met with Office of the Senate President, Speaker’s office, HWM Chair (with Chairwoman), SWM Chair (with Chairwoman) to advocate for FY26 funding level.*
 - e. Testify JCW&M – March 2025 – *Completed – Testified on March 27, 2025 in front of JCW&M, testimony emailed to Commissioners and Advisory Board.*
 - f. Continued funding advocacy - March – June 2025 – *Completed - Maintenance request adopted by House in FY26 budget, continued advocacy for the House number to prevail during conference committee.*
 - i. *Continued to inform Commissioners and staff about funding including unknowns around federal funding for FY26.*
- 3) Set fiscal year spending to available funding levels - August 2024 (FY25) and July 2025 (FY26) - *Not completed as spending plan has not yet been requested by ANF.*

- **Exceptional:** Performance in this category consistently far exceeds requirements, reaching a level found only in a small percentage of managers. Exceptional performance is associated with work on a project or objective outside the ongoing area of responsibility and which resulted in measurable impact. This rating is not attainable by someone exclusively performing their regular duties flawlessly. Achievements, effort, and results are well beyond those expected at this management level, and contributed to a significant organizational accomplishment in terms of increased efficiency, innovative approaches, or significant cost savings. This exceptional manager sustains exemplary accomplishments at the highest level throughout the evaluation period; providing exemplary support to the contributions of the organization; and demonstrates “whatever it takes” and “above and beyond” philosophy.
- **Highly Effective:** Performance in this category consistently exceeds performance standards for assigned responsibilities. The manager who exceeds expectations requires little supervision, regularly brings forward and champions strategies for improving services and/or reducing costs, and surpasses required standards and performance expectations. He or she is committed to continuous improvement and enhanced services, and displays deep dedication to the agency’s mission and goals. There is little if any room for improvement in fulfilling their regular job functions and agency strategic objectives.
- **Successful Performer:** Performance in this category meets performance standards. Managers who meet expectations consistently deliver expected results, fulfill job requirements and goals, and are valued members of the management team. These are solid accomplished managers who significantly contribute to the success of the agency and have a positive impact on the organization. Performance is on par with other managers and is what is expected for their level of responsibility.
- **Below Expectations:** Performance in this category is consistently unacceptable. Managers who do not meet expectations need significant measurable improvement in the near future or face disciplinary action up to and including termination in the next six months.

Bill Number	Bill Title	Primary sponsor
HB10	An Act relative to nondisclosure agreements	Auditor Diana DiZoglio (D)
HB65	Proposal for a legislative amendment to the Constitution for a Constitutional right to housing	Rep. Michael Day (D)
HB77	An Act fostering artificial intelligence responsibility	Rep. Tricia Farley-Bouvier (D)

HB78 An Act establishing the Rep. Tricia Farley-Bouvier
Massachusetts Consumer Data (D)
Privacy Act

HB97 An Act protecting consumers in Rep. David M. Rogers (D)
interactions with artificial
intelligence systems

HB103	An Act to establish the Massachusetts Neural Data Privacy Protection Act	Rep. Andres Vargas (D)
HB104	An Act establishing the Massachusetts Data Privacy Act	Rep. Andres Vargas (D)
HB159	An Act prohibiting employment discrimination based on legal use of cannabis	Rep. Michael Kushmerek (D)

HB203 An Act establishing a designation Rep. Christine Barber (D)
of a state protection and
advocacy system

HB208 An Act providing for diaper Rep. Simon Cataldo (D)
changing stations in public
buildings and accommodations

HB232

An Act relative to individuals
with intellectual and
developmental disabilities

Rep. Michael J. Finn (D)

HB255 An Act relative to enabling access and empowering early educators Rep. Michael Kushmerek (D)

HB256 An Act requiring universal changing stations in public buildings Rep. John Lawn, Jr. (D)

HB274 An Act establishing a bill of rights for individuals experiencing homelessness Rep. Frank A. Moran (D)

- HB307 An Act supporting economic growth of downtowns and main streets Rep. Adam Scanlon (D)
- HB310 An Act to establish a commission to review equitable city planning and development Rep. Chynah Tyler (D)
- HB359 An Act relative to health equity and community health workers Rep. Marjorie Decker (D)

HB420 An Act relative to increasing professional licensure opportunities Rep. David LeBoeuf (D)

HB431 An Act to end housing discrimination in the Commonwealth Rep. Adrian Madaro (D)

HB455 An Act relative to the dental licensure compact in Massachusetts Rep. Ted Philips (D)

HB519 An Act for equitable workforce Rep. Antonio F.D. Cabral (D)
development

HB524 An Act to require school Rep. Antonio F.D. Cabral (D)
attendance up to age 18 or until
graduation

HB641 An Act relative to fair Rep. John Marsi (R)
educational practices

HB649 An Act providing for the creation Rep. Sam Montaña (D)
of a permanent commission
relative to the education of
American Indian and Alaska
Native residents of the
Commonwealth

HB650 An Act relative to affirming and Rep. Frank A. Moran (D)
 maintaining equal access to
 public education for all children

HB659 An Act relative to equity and Rep. Kelly Pease (R)
 inclusion in education

HB661 An Act relative to equitable Rep. Kelly Pease (R)
 accelerated learning opportunities
 for public school students

HB662 An Act to prohibit age Rep. Kelly Pease (R)
 discrimination

HB695 An Act relative to fees for Rep. Adam Scanlon (D)
 student organizations

HB723	An Act concerning education in honor of Byron Rushing	Rep. Chynah Tyler (D)
HB757	An Act relative to mandatory reporting of elder abuse	Rep. Tackey Chan (D)
HB778	An Act relative to the LGBTQ Aging Commission	Rep. Kate Lipper-Garabedian (D)

HB789 An Act to improve Massachusetts Rep. Thomas M. Stanley (D)
home care

HB1106 An Act relative to home Rep. Daniel Cahill (D)
investments

HB1190 An Act relative to modern family Rep. Natalie Higgins (D)
building

HB1339

An Act establishing protections
and accountability for DNC
workers, consumers, and
communities

Rep. Andres Vargas (D)

HB1349 An Act expanding access to banking and commercial insurance for underserved microbusinesses and small businesses Rep. Bud Williams (D)

HB1360 An Act relative to preventing discrimination against persons with disabilities in the provision of health care Rep. Mindy Domb (D)

HB1416 An Act to advance health equity Rep. Bud Williams (D)

HB1417 An Act to advance health equity Rep. Bud Williams (D)

HB1437 An Act relative to transcript notations Rep. Natalie Higgins (D)

HB1476	An Act to codify pet-friendly elderly housing policies and ensure pet parity across housing authorities	Rep. Tackey Chan (D)
HB1483	An Act relative to the use of credit reporting for rent-subsidized tenants	Rep. Manny Cruz (D)
HB1496	An Act relative to residential assistance for families in transition (RAFT)	Rep. Daniel Donahue (D)
HB1525	An Act to prevent and respond to bullying of elderly and disabled residents	Rep. Kevin G. Honan (D)

HB1534 An Act relative to a commission Rep. Bradley H. Jones, Jr. (R)
to study access to emotional
support animals in residential
housing

HB1558 An Act promoting fair and Rep. David M. Rogers (D)
affordable housing

HB1559 An Act to maintain stable Rep. David M. Rogers (D)
housing for families with pets

HB1566	An Act relative to residential assistance for families in transition (RAFT)	Rep. Priscila Sousa (D)
HB1567	An Act establishing a statewide affirmatively furthering fair housing framework	Rep. Thomas M. Stanley (D)
HB1622	An Act removing barriers to justice in the workplace	Rep. Mike Connolly (D)
HB1670	An Act relative to the repeal or reform of certain unenforceable or unconstitutional archaic laws on religion, piety, and morality	Rep. Kate Donaghue (D)

- HB1677 An Act to improve contract Rep. Michelle DuBois (D)
provisions waiving certain rights
- HB1684 An Act to amend the civil rights Rep. Tricia Farley-Bouvier
law, in relation to reporting a non- (D)
emergency incident involving a
member of a protected class
- HB1686 An Act relative to a commission Rep. Kimberly Ferguson (R)
to study the intentional
misrepresentation of a service
animal

HB1696 An Act to cure us of the Rep. Brandy Fluker-Reid (D)
liabilities that ultimately
restricted equity

HB1721 An Act for informed consent in Rep. John Gaskey (R)
public health

HB1732 An Act amending the statute of Rep. Kenneth I. Gordon (D)
limitations relating to civil rights
actions and criminal prosecutions
for the sexual assault and rape of
a child

HB1753	An Act establishing a commission to study reparations in Massachusetts	Rep. Russell E. Holmes (D)
HB1763	An Act relative to the International Holocaust Remembrance Alliance definition of antisemitism	Rep. Steven S. Howitt (R)
HB1820	An Act providing increased protections from harassment and discrimination on the basis of height	Rep. Michael Kushmerek (D)
HB1889	An Act to eliminate disparate impact□	Rep. Joan Meschino (D)

HB1903	An Act addressing racial disparity in jury selection	Rep. John Moran (D)
HB1919	An Act prohibiting body size discrimination	Rep. Tram Nguyen (D)
HB1921	An Act relative to sexual harassment	Rep. Tram Nguyen (D)
HB1922	An Act relative to fair investment	Rep. Tram Nguyen (D)

HB1974 An Act relative to privileged Rep. Lindsay Sabadosa (D)
communications in defamation
actions

HB1981 An Act relative to the right to Rep. Lindsay Sabadosa (D)
wear personal protective medical
equipment

HB1989 An Act relative to fairness in Rep. Adam Scanlon (D)
home sales

HB1994 An Act protecting tenants from Rep. Priscila Sousa (D)
retaliation and coercion

HB1995 An Act regularizing sentencing Rep. Priscila Sousa (D)
for hate crimes

HB2006 An Act strengthening sexual Rep. Alyson Sullivan-
harassment and discrimination Almeida (R)
policies in the Commonwealth

HB2007 An Act concerning nondisclosure Rep. Alyson Sullivan-
agreements relative to sexual Almeida (R)
harassment and discrimination

HB2015 An Act relative to false reporting Rep. Chynah Tyler (D)
of an emergency

HB2073	An Act to prohibit mandatory overtime	Rep. Daniel Cahill (D)
HB2086	An Act protecting labor and abolishing barriers to organizing rights	Rep. Marjorie Decker (D)
HB2095	An Act relative to non-disclosure agreements relating to a claim of discrimination, non-payment of wages or benefits, retaliation, harassment or violation of public policy in employment	Rep. Michelle DuBois (D)

HB2156 An Act providing hazard pay and protection for essential workers during a declared public health state of emergency Rep. Ted Philips (D)

HB2167 An Act relative to wrongful discharge from employment Rep. Lindsay Sabadosa (D)

HB2172 An Act to prevent heat-related illness in public sector outdoor workers Rep. Aaron Saunders (D)

- HB2176 An Act prohibiting employers Rep. Priscila Sousa (D)
from attempting to conceal
violations of state wage, benefit,
or tax laws
- HB2179 An Act prohibiting employment Rep. Chynah Tyler (D)
discrimination based on the legal
use of cannabis
- HB2190 An Act relative to sexual Rep. Christopher Worrell (D)
harassment workplace training

HB2202 An Act creating parity for mental and behavioral health services Rep. Marjorie Decker (D)

HB2393 An Act authorizing Massachusetts entry into the Interstate Medical Licensure Compact Rep. Marjorie Decker (D)

HB2399 An Act to improve access to health care for people with long COVID Rep. Mindy Domb (D)

HB2431 An Act prohibiting the requirement of a COVID-19 vaccine, mRNA vaccine, or gene-altering procedure Rep. John Gaskey (R)

HB2479	An Act relative to the Massachusetts lead law and promoting equal access to lead-free housing	Rep. David LeBoeuf (D)
HB2569	An Act expanding the availability of adaptable housing for people with disabilities and seniors	Rep. Christine Barber (D)
HB2616	An Act to establish a window falls prevention program within the Department of Public Health and mandate window guards in residential homes AKA "Zella Ray's Law"	Rep. Colleen M. Garry (D)

HB2633 An Act relative to more Rep. Natalie Higgins (D)
accessible 911 disability indicator
forms

HB2637 An Act providing for greater Rep. Russell E. Holmes (D)
police transparency

HB2656 An Act to promote rehabilitation Rep. Jack Patrick Lewis (D)
including guaranteed health,
treatment, and safety for
incarcerated LGBTQI+ people

HB2667 An Act relative to the POST Rep. Paul McMurtry (D)
Commission

HB2670 An Act establishing a peace Rep. Sam Montaña (D)
officer oath

HB2676 An Act relative to enhancing Rep. James J. O'Day (D)
child safety

HB2983	An Act concerning investments of the Massachusetts Pension Reserve Investment Management (PRIM)	Rep. Erika Uytterhoeven (D)
HB3052	An Act relative to public benefit corporations	Rep. Michelle Ciccolo (D)
HB3109	An Act relative to creating the massachusetts against discrimination fund	Rep. Carlos González (D)
HB3159	An Act supporting family caregivers	Rep. Michael Kushmerek (D)

HB3292	An Act establishing Indigenous Peoples Day	Rep. Christine Barber (D)
HB3299	An Act to modernize participation in public meetings	Rep. Antonio F.D. Cabral (D)
HB3349	An Act to return DOC and Parole to Health and Human Services	Rep. Russell E. Holmes (D)
HB3360	An Act relating to fair pay and safe workplaces	Rep. Daniel Hunt (D)

HB3384 An Act relative to language access and inclusion Rep. Adrian Madaro (D)

HB3417 An Act designating Domestic Workers' Rights Day Rep. Priscila Sousa (D)

HB3433 An Act relative to the Massachusetts Commission on the Status of Women Rep. David T. Vieira (R)

HB3475	An Act promoting a just transition and clean energy workforce standards	Rep. Marjorie Decker (D)
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HB3476	An Act relative to healthy and sustainable schools	Rep. Marjorie Decker (D)
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HB3542	An Act advancing the clean energy transition	Rep. Steven Owens (D)
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HB3598	An Act protecting against attempts to ban, remove, or restrict library access to materials	Rep. Aaron Saunders (D)
HB3601	An Act to authorize the acquisition of land, the development and construction of an underground railroad, civil rights and black heritage museum and cultural center in Springfield	Rep. Bud Williams (D)
HB3776	An Act relative to an ADA paratransit program riders' bill of rights	Rep. Lindsay Sadosa (D)

HB3850 An Act establishing the Rep. Tara Hong (D)
Massachusetts veterans service
dog program

HB4271 An Act strengthening health care House Committee on Ways &
protections in the Means
Commonwealth

HD136	An Act relative to Massachusetts joining the nursing licensure compact	Rep. Bud Williams (D)
HD1349	An Act concerning nondisclosure agreements relative to sexual harassment and discrimination	Rep. Alyson Sullivan-Almeida (R)
HD1447	An Act authorizing Massachusetts entry into the Interstate Medical Licensure Compact	Rep. Marjorie Decker (D)
HD3043	An Act relative to preventing discrimination against persons with disabilities in the provision of health care	Rep. David DeCoste (R)

HD3261 An Act relative to language Rep. Adrian Madaro (D)
access and inclusion

HD4622 An Act significantly alleviating Rep. Marjorie Decker (D)
poverty

SB33 An Act establishing the Sen. William Driscoll (D)
Comprehensive Massachusetts
Consumer Data Privacy Act

SB35

An Act fostering artificial
intelligence responsibility

Sen. Dylan Fernandes (D)

SB45

An Act establishing the
Massachusetts Data Privacy Act

Sen. Michael O. Moore (D)

SB46 An Act relative to the use of Sen. Michael O. Moore (D)
 artificial intelligence and other
 software tools in healthcare
 decision-making

SB98 An Act prohibiting employment Sen. Jake Oliveira (D)
 discrimination based on legal use
 of cannabis

SB101 An Act to require closed Sen. Michael Barrett (D)
 captioning in telecommunications
 in public areas

SB102

An Act requiring universal
changing stations in public
buildings

Sen. Michael Barrett (D)

SB124

An Act establishing a designation
of a state protection and
advocacy system

Sen. James B. Eldridge (D)

SB137 An Act dignifying individuals Sen. Patricia D. Jehlen (D)
with intellectual or
developmental disabilities.

SB146 An Act relative to a maltreatment Sen. Robyn Kennedy (D)
coding system

SB157	An Act establishing a commission on the status of children and youth	Sen. Joan B. Lovely (D)
SB170	An Act providing for diaper changing stations in public buildings and accommodations	Sen. Rebecca Rausch (D)
SB198	An Act relative to increasing opportunities for employment in professional licensure	Sen. Cynthia Stone Creem (D)

SB245	An Act to end housing discrimination in the Commonwealth	Sen. Adam Gómez (D)
SB251	An Act relative to health equity and community health workers	Sen. Robyn Kennedy (D)
SB257	An Act relative to the dental licensure compact in Massachusetts	Sen. Paul W. Mark (D)

SB301 An Act advancing the economic Sen. Barry Finegold (D)
development of the
commonwealth through
comprehensive data privacy

SB340 An Act relative to healthy youth Sen. Sal N. DiDomenico (D)

SB349 An Act relative to fair Sen. Ryan Fattman (R)
educational practices

- SB368 An Act to reduce exclusionary discipline for grooming and dress code violations Sen. Adam Gomez (D)
- SB371 An Act to promote comprehensive and inclusive curriculum in schools Sen. Adam Gómez (D)
- SB387 An Act relative to safer schools Sen. Robyn Kennedy (D)

- SB412 An Act providing for the creation of a permanent commission relative to the education of American Indian and Alaska Native residents of the Commonwealth Sen. Liz Miranda (D)
- SB436 An Act relative to affirming and maintaining equal access to public education for all children Sen. Pavel Payano (D)
- SB470 An Act to improve Massachusetts home care Sen. Patricia D. Jehlen (D)
- SB473 An Act relative to the Commission on LGBTQ Aging Sen. Patricia D. Jehlen (D)

- SB539 An Act prohibiting COVID-19, mRNA vaccination and gene-altering procedures as a condition of entry Sen. Peter J. Durant (R)
- SB689 An Act improving access to infertility treatment Sen. Cynthia Stone Creem (D)
- SB715 An Act relative to modern family building Sen. Julian A. Cyr (D)

SB724 An Act promoting healthcare access and affordability for patients Sen. Sal N. DiDomenico (D)

SB869 An Act relative to preventing discrimination against persons with disabilities in the provision of health care Sen. Adam Gómez (D)

SB965 An Act promoting fair and affordable housing Sen. Julian A. Cyr (D)

SB995 An Act relative to the use of credit reporting for rent-subsidized tenants Sen. Adam Gómez (D)

SB1007 An Act to prevent and respond to bullying of elderly and disabled residents Sen. Joan B. Lovely (D)

SB1012 An Act relative to window guards in residential rental properties Sen. Mark C. Montigny (D)

SB1022 An Act to maintain stable housing for families with pets Sen. Pavel Payano (D)

SB1031 An Act to amend the foreclosure Sen. Michael D. Brady (D)
statute to require judicial
foreclosure

SB1064 An Act to eliminate disparate Sen. Sal N. DiDomenico (D)
impact

SB1114 An Act requiring clean slate Sen. Cindy Friedman (D)
automated record sealing

SB1118 An Act relative to sexual Sen. Cindy Friedman (D)
harassment

SB1119 An Act relative to fair investment Sen. Cindy Friedman (D)

SB1120 An Act establishing a bill of Sen. Adam Gómez (D)
rights for people experiencing
homelessness

SB1143 An Act relative to privileged Sen. Robyn Kennedy (D)
communications in defamation
actions

SB1172 An Act to protect unpaid interns, Sen. Joan B. Lovely (D)
volunteers, and independent
contractors from sexual
harassment and other forms of
discrimination

SB1175 An Act prohibiting injurious Sen. Paul W. Mark (D)
operations or offering services or
products that discriminate against
or injure protected classes

SB1181 An Act establishing a Sen. Liz Miranda (D)
commission to study reparations
in Massachusetts

SB1234 An Act prohibiting the Sen. Jake Oliveira (D)
harassment of animals

SB1244 An Act enhancing access to Sen. Rebecca Rausch (D)
abortion care

- SB1248 An Act codifying organizational standing to protect and promote civil rights Sen. Rebecca Rausch (D)
- SB1249 An Act prohibiting body size discrimination Sen. Rebecca Rausch (D)
- SB1254 Resolve creating a commission to study the intentional misrepresentation of a service animal Sen. Michael F. Rush (D)
- SB1294 An Act relative to employment protections for victims of abusive behavior Sen. Cynthia Stone Creem (D)

SB1295 An Act relative to workforce Sen. Brendan Crighton (D)
training

SB1299 An Act strengthening Sen. Sal N. DiDomenico (D)
nondiscrimination policies

SB1305 An Act establishing protections Sen. Lydia M. Edwards (D)
and accountability for DNC
workers, consumers, and
communities

SB1310 An Act to protect injured workers Sen. James B. Eldridge (D)

SB1316 An Act addressing workplace bullying, mobbing, and harassment, without regard to protected class status while promoting healthy workplaces Sen. Paul Feeney (D)

SB1322 An Act providing hazard pay and Sen. Paul Feeney (D)
protection for essential workers
during a public health "state of
emergency" declaration

SB1327 An Act protecting labor and Sen. Paul Feeney (D)
abolishing barriers to organizing
rights

SB1335 An Act relative to defense against Sen. Cindy Friedman (D)
abusive waivers

SB1347 An Act relative to workplace Sen. Robyn Kennedy (D)
psychological safety

SB1356 An Act relative to fair hiring Sen. Mark C. Montigny (D)
practices

SB1362 An Act to prohibit mandatory overtime Sen. Jake Oliveira (D)

SB1367 An Act to prevent heat-related illness in public sector outdoor workers Sen. Rebecca Rausch (D)

SB1393 An Act relative to preventing overdose deaths and increasing access to treatment Sen. Julian A. Cyr (D)

SB1394

An Act ensuring efficient and effective implementation of behavioral health reform

Sen. Julian A. Cyr (D)

SB1524

An Act relative to the Massachusetts lead law and promoting equal access to lead-free housing

Sen. James B. Eldridge (D)

SB1540 An Act protecting personal identifying information on records of death Sen. Barry Finegold (D)

SB1577 An Act to improve access to health care for people with long COVID Sen. Liz Miranda (D)

SB1578 An Act measuring the impact of Sen. Liz Miranda (D)
long COVID in the
Commonwealth

SB1611 An Act relative to natural organic Sen. Jake Oliveira (D)
reduction as an environmentally-
friendly burial alternative

- SB1612 An Act relative to alkaline Sen. Jake Oliveira (D)
hydrolysis as an environmentally-
friendly burial alternative
- SB1618 An Act promoting community Sen. Rebecca Rausch (D)
immunity
- SB1651 An Act relative to human rights Sen. Cynthia Stone Creem (D)
and improved outcomes for
incarcerated people

SB1680 An Act establishing a peace officer oath Sen. Lydia M. Edwards (D)

SB1724 An Act establishing a correctional inspector general office Sen. Liz Miranda (D)

SB1733 An Act building a more accessible Massachusetts Sen. Michael O. Moore (D)

SB1938 An Act supporting family caregivers Sen. Joanne Comerford (D)

SB2014 An Act relative to creating the Massachusetts Against Discrimination Fund Sen. Adam GÃ³mez (D)

SB2085 An Act to improve long-term care staffing and dignity for caregivers Sen. Bruce E. Tarr (R)

SB2113	An Act establishing an Indigenous Peoples Day	Sen. Joanne Comerford (D)
SB2120	An Act relative to removing the term hearing impaired from the general laws	Sen. Cynthia Stone Creem (D)
SB2123	An Act to promote public procurement and inclusive entrepreneurship	Sen. John Cronin (D)
SB2125	An Act relative to language access and inclusion	Sen. Sal N. DiDomenico (D)

SB2134 An Act promoting the civil rights and inclusion of American Muslims in the Commonwealth Sen. James B. Eldridge (D)

SB2204 An Act promoting equality and respect in the legislature Sen. Rebecca Rausch (D)

SB2209 An Act protecting against discrimination in lobbying Sen. Rebecca Rausch (D)

SB2275 An Act relative to healthy and sustainable schools Sen. Paul Feeney (D)

SB2276

An Act promoting a just
transition and clean energy
workforce standards

Sen. Paul Feeney (D)

SB2328

An Act regarding free expression

Sen. Julian A. Cyr (D)

SB2346 An Act relative to issuance of Sen. William N.
citations and warnings to vehicle Brownsberger (D)
owners without effectuating
motor vehicle stops

SB2522 An Act strengthening health care Sen. Cindy Friedman (D)
protections in the
Commonwealth

SB2538 An Act strengthening health care Senate Committee on Ways &
protections in the Means
Commonwealth

SB2543 An Act strengthening health care Printed As Amended
protections in the
Commonwealth

SD2872 An Act significantly alleviating Sen. Sal N. DiDomenico (D)
poverty

SD2946 An Act relative to the Sen. Ryan Fattman (R)
Massachusetts Commission
Against Discrimination□

Refiled bills

No refiled bills.

SB2770 - An Act establishing
the Massachusetts Data
Privacy Act,

HB4632 - An Act establishing
the Massachusetts Data
Privacy Act

HB4426 - An Act prohibiting
employment discrimination
based on legal use of cannabis

HB3870 (HD4268) - An Act
establishing a designation of a
state protection and advocacy
system,

SB2434 (SD2563) - An Act
establishing a designation of a
state protection and advocacy
system

HB209 (HD581) - An Act
providing for diaper changing
stations in public buildings
and accommodations,

SB125 (SD370) - An Act
providing for diaper changing
stations in public buildings
and accommodations

No refiled bills.

No refiled bills.

HB212 (HD275) - An Act
requiring universal changing
stations in public buildings,

HB4397 - An Act requiring
universal changing stations in
public buildings

HB211 (HD107) - An Act
establishing a bill of rights for
individuals experiencing
homelessness,

SB1112 (SD1332) - An Act
establishing a bill of rights for
people experiencing
homelessness

HB4677 - An Act supporting
economic growth of
downtowns and main streets

HB238 (HD693) - An Act to
establish a commission to
review equitable city planning
and development

No refiled bills.

HB4602 - An Act relative to
increasing professional
licensure opportunities

No refiled bills.

No refiled bills.

HB440 (HD3617) - An Act
for equitable workforce
development

HB3811 (HD4102) - An Act
to require school attendance
up to age 18 or until
graduation

SB272 (SD2364) - An Act
relative to fair educational
practices

HB536 (HD932) - An Act
providing for the creation of a
permanent commission
relative to the education of
American Indian and Alaska
Native residents of the
Commonwealth, SB318
(SD1826) - An Act providing
for the creation of a
permanent commission
relative to the education of
American Indian and Alaska
Native residents of the
Commonwealth

No refiled bills.

HB518 (HD2416) - An Act
relative to equity and
inclusion in education

HB520 (HD2419) - An Act
relative to equitable
accelerated learning
opportunities for public
school students

HB522 (HD2424) - An Act to
prohibit age discrimination

No refiled bills.

HB591 (HD471) - An Act
concerning education in honor
of Byron Rushing

HB621 (HD1627) - An Act
relative to mandatory
reporting of elder abuse

No refiled bills.

HB649 (HD2201) - An Act to improve Massachusetts home care, SB380 (SD1245) - An Act to improve Massachusetts home care

No refiled bills.

HB1250 (HD2257) - An Act
to advance health equity,
SB799 (SD1351) - An Act to
advance health equity

HB1266 (HD2601) - An Act
relative to transcript notations

No refiled bills.

No refiled bills.

HB1317 (HD2992) - An Act
relative to residential
assistance for families in
transition (RAFT), HB1374
(HD3676) - An Act relative to
residential assistance for
families in transition (RAFT)

No refiled bills.

No refiled bills.

No refiled bills.

No refiled bills.

HB1317 (HD2992) - An Act relative to residential assistance for families in transition (RAFT), HB1374 (HD3676) - An Act relative to residential assistance for families in transition (RAFT)

HB1375 (HD1048) - An Act establishing a statewide affirmatively furthering fair housing framework

HB1424 (HD3847) - An Act removing barriers to justice in the workplace

HB1469 (HD3119) - An Act relative to the repeal or reform of certain unenforceable or unconstitutional archaic laws on religion, piety, and morality

No refiled bills.

HB1478 (HD1967) - An Act to amend the civil rights law, in relation to reporting a non-emergency incident involving a member of a protected class

HB4329 - An Act relative to a commission to study the intentional misrepresentation of a service animal

No refiled bills.

No refiled bills.

HB1536 (HD787) - An Act
amending the statute of
limitations relating to civil
rights actions and criminal
prosecutions for the sexual
assault and rape of a child

No refiled bills.

HB1558 (HD1580) - An Act
relative to the International
Holocaust Remembrance
Alliance definition of
antisemitism

HB1607 (HD509) - An Act
providing increased
protections from harassment
and discrimination on the
basis of height

No refiled bills.

HB1651 (HD2653) - An Act
addressing racial disparity in
jury selection□

SB1108 (SD392) - An Act
prohibiting body size
discrimination, HB1705
(HD626) - An Act prohibiting
body size discrimination

No refiled bills.

HB1766 (HD3694) - An Act
regularizing sentencing for
hate crimes

HB1775 (HD1300) - An Act
strengthening sexual
harassment and discrimination
policies in the commonwealth

HB1778 (HD1377) - An Act
concerning nondisclosure
agreements relative to sexual
harassment and discrimination

HB1788 (HD481) - An Act
relative to false reporting of
an emergency

No refiled bills.

No refiled bills.

No refiled bills.

No refiled bills.

HB1890 (HD2513) - An Act
relative to defense against
abusive waivers, SB1184
(SD1470) - An Act relative to
the defense against abusive
waivers, HB4282 - An Act
relative to defense against
abusive waivers

No refiled bills.

HB1935 (HD3323) - An Act providing hazard pay and protection for essential workers during a declared public health state of emergency , SB1178

(SD2084) - An Act providing hazard pay and protection for essential workers during a public health "State of Emergency" declaration

HB1946 (HD121) - An Act relative to wrongful discharge from employment

No refiled bills.

No refiled bills.

HB1955 (HD695) - An Act
prohibiting employment
discrimination based on the
legal use of cannabis

No refiled bills.

No refiled bills.

HB2256 (HD1221) - An Act
authorizing Massachusetts
entry into the Interstate
Medical Licensure Compact

No refiled bills.

No refiled bills.

No refiled bills.

HB2291 (HD1567) - An Act
expanding the availability of
adaptable housing for people
with disabilities and seniors

No refiled bills.

HB2343 (HD737) - An Act
relative to more accessible
911 disability indicator forms

HB2344 (HD3242) - An Act
providing for greater police
transparency

HB2357 (HD3099) - An Act
to promote rehabilitation
including guaranteed health,
treatment, and safety for
incarcerated LGBTQI+ people

HB2378 (HD3299) - An Act
relative to the POST
Commission

No refiled bills.

No refiled bills.

HB2676 (HD1469) - An Act
concerning investments of the
Massachusetts Pension
Reserve Investment
Management (PRIM)

HB4016 (HD2502) - An Act
relative to public benefit
corporations

HB2813 (HD3021) - An Act
relative to creating the
Massachusetts Against
Discrimination Fund

No refiled bills.

SB1976 (SD268) - An Act
establishing an Indigenous
Peoples Day, HB2989
(HD468) - An Act
establishing Indigenous
Peoples Day

HB2998 (HD3896) - An Act
to modernize participation in
public meetings

HB3949 (HD3609) - An Act
to return DOC and Parole to
Health and Human Services

HB3060 (HD1883) - An Act
relating to fair pay and safe
workplaces

No refiled bills.

HB3091 (HD3630) - An Act
designating Domestic
Workers' Rights Day

No refiled bills.

HB3252 (HD612) - An Act to authorize the acquisition of land, the development and construction of an underground railroad, civil rights and black heritage museum and cultural center in Springfield

HB46 (HD3982) - An Act relative to an ADA Paratransit Program Riders' Bill of Rights

No refiled bills.

No refiled bills.

HB1251 (HD620) - An Act
establishing a nurse licensure
compact

HB1778 (HD1377) - An Act
concerning nondisclosure
agreements relative to sexual
harassment and discrimination

HB2256 (HD1221) - An Act
authorizing Massachusetts
entry into the Interstate
Medical Licensure Compact

SB753 (SD308) - An Act
relative to preventing
discrimination against persons
with disabilities in the
provision of health care,
HB1180 (HD778) - An Act
relative to preventing
discrimination against persons
with disabilities in the
provision of health care

No refiled bills.

No refiled bills.

No refiled bills.

No refiled bills.

SB2770 - An Act establishing
the Massachusetts Data
Privacy Act, HB4632 - An
Act establishing the
Massachusetts Data Privacy
Act

No refiled bills.

HB4426 - An Act prohibiting
employment discrimination
based on legal use of cannabis

SB63 (SD1434) - An Act to
require closed captioning in
telecommunications in public
areas

No refiled bills.

HB3870 (HD4268) - An Act
establishing a designation of a
state protection and advocacy
system, SB2434 (SD2563) -
An Act establishing a
designation of a state
protection and advocacy
system

No refiled bills.

No refiled bills.

SB111 (SD1990) - An Act
establishing a commission on
the status of children and
youth

HB209 (HD581) - An Act
providing for diaper changing
stations in public buildings
and accommodations, SB125
(SD370) - An Act providing
for diaper changing stations in
public buildings and
accommodations

HB348 (HD2527) - An Act to
relative to increasing
opportunities for employment
in professional licensure,
SB2451 (SD2536) - An Act
relative to increasing
opportunities for employment
in professional licensure

No refiled bills.

No refiled bills.

No refiled bills.

No refiled bills.

SB268 (SD2199) - An Act
relative to healthy youth,
SB2694 - An Act relative to
healthy youth

SB272 (SD2364) - An Act
relative to fair educational
practices

No refiled bills.

No refiled bills.

HB517 (HD2273) - An Act
relative to safer schools,
SB300 (SD2056) - An Act
relative to safer schools

HB536 (HD932) - An Act providing for the creation of a permanent commission relative to the education of American Indian and Alaska Native residents of the Commonwealth, SB318 (SD1826) - An Act providing for the creation of a permanent commission relative to the education of American Indian and Alaska Native residents of the Commonwealth

No refiled bills.

HB649 (HD2201) - An Act to improve Massachusetts home care, SB380 (SD1245) - An Act to improve Massachusetts home care

No refiled bills.

SB753 (SD308) - An Act
relative to preventing
discrimination against persons
with disabilities in the
provision of health care,
HB1180 (HD778) - An Act
relative to preventing
discrimination against persons
with disabilities in the
provision of health care

No refiled bills.

No refiled bills.

SB887 (SD251) - An Act to prevent and respond to bullying of elderly and disabled residents, HB1329 (HD1930) - An Act to prevent and respond to bullying of elderly and disabled residents

SB892 (SD2166) - An Act relative to window guards in residential rental properties

No refiled bills.

SB912 (SD1933) - An Act to
amend the foreclosure statute
to require judicial foreclosure

No refiled bills.

No refiled bills.

No refiled bills.

No refiled bills.

HB211 (HD107) - An Act
establishing a bill of rights for
individuals experiencing
homelessness, SB1112
(SD1332) - An Act
establishing a bill of rights for
people experiencing
homelessness

No refiled bills.

HB1480 (HD1504) - An Act
relative to a commission to
study the intentional
misrepresentation of a service
animal, HB4329 - An Act
relative to a commission to
study the intentional
misrepresentation of a service
animal

No refiled bills.

No refiled bills.

No refiled bills.

No refiled bills.

HB1927 (HD622) - An Act to
protect injured workers,
SB1165 (SD1227) - An Act to
protect injured workers

No refiled bills.

SD852 - An Act providing
hazard pay and protection for
essential workers during a
"State of Emergency"
declaration

No refiled bills.

HB1890 (HD2513) - An Act
relative to defense against
abusive waivers, SB1184
(SD1470) - An Act relative to
the defense against abusive
waivers, HB4282 - An Act
relative to defense against
abusive waivers

No refiled bills.

SB1207 (SD2222) - An Act
relative to fair hiring practices

No refiled bills.

SB1548 (SD2071) - An Act
establishing a correctional
inspector general office

SB1553 (SD893) - An Act
building a more accessible
Massachusetts

No refiled bills.

HB2813 (HD3021) - An Act
relative to creating the
Massachusetts Against
Discrimination Fund

HB2752 (HD3738) - An Act
to improve long-term care
staffing and dignity for
caregivers, SB1952 (SD2339) .
An Act to improve long-term
care staffing and dignity for
caregivers

SB1976 (SD268) - An Act
establishing an Indigenous
Peoples Day, HB2989
(HD468) - An Act
establishing Indigenous
Peoples Day

SB1983 (SD1881) - An Act
relative to removing the term
hearing impaired from the
general laws

No refiled bills.

SB2528 (SD2673) - An Act
regarding free expression,
HB4229 (HD4713) - An Act
regarding free expression

No refiled bills.

Summary

Amends GL 151B (Anti-discrimination) to prohibit settlement agreements that prevent the disclosure of information related to a claim filed in a civil action or a complaint filed in an administrative action, regarding any of a list of claims of harassment, discrimination or retaliation; permits provisions that shield the identity of the claimant/victim; provides for sanctions of attorneys in violation of requirements; requires that settlement agreements be posted on Comptroller's website and be processed in conformity with state regulations; adds new section to GL 6 (State administration) to prohibit governmental entities from including a nondisclosure, non-disparagement or other similar clause as a condition of employment or in a settlement agreement between the governmental entity and an employee or a student; permits provisions shielding the identity of the employee or student. [NOTE: as drafted the bill requires all settlement agreements to be posted on the Comptroller's website, regardless of whether a state governmental entity is a party.]

Amends the Massachusetts Constitution to establish that each and every inhabitant of the Commonwealth has a right to housing, which is to be subject to appropriate legislation by the General Court.

This bill focuses on regulating artificial intelligence (AI) and automated decision systems (ADS) within workplaces. It sets forth comprehensive guidelines for the deployment of electronic monitoring tools by employers, which can only be employed for specific purposes such as quality control, compliance, or workplace safety, with minimal and only necessary data collection. Employers are required to provide written notice and obtain employee consent before implementing these tools, clearly specifying their purpose, the data collected, and retention policies, and ensuring they adopt the least invasive monitoring methods. It also mandates the maintenance of detailed compliance records and the protection of data confidentiality and integrity. Restrictions include provisions banning monitoring to obtain health or other private information about employees, and may not take place in bathrooms, locker rooms, lounges and similar spaces. Importantly, the bill prohibits using electronic monitoring data for disciplinary actions unless performance standards have been disclosed to employees with proper notice. Additionally, the bill governs the use of automated employment decision tools, requiring these tools to undergo impact assessments by independent auditors. These assessments must evaluate the tools' validity, potential biases, and effects on protected groups, ensuring they do not foster discrimination and are not solely relied upon for employment decisions. Meaningful human oversight is required, and employers must inform employees and candidates about their use, offering alternatives or accommodations as necessary. The bill specifically bans the use of ADS with facial or emotion recognition technologies unless essential for security reasons, protects employees from retaliatory actions when challenging AI outputs, and mandates regular impact assessments by state agencies to avoid discriminatory outcomes. Moreover, it restricts the use of automated decision systems in public services unless authorized by law, aiming for transparency and accountability in the use of AI and ADS within state operations.

Enacts a new Chapter 93M into the General Laws, entitled Massachusetts Consumer Data Privacy Act, which establishes comprehensive data privacy regulations for businesses operating in the state or targeting its residents. It applies to entities that collect or process the personal data of at least 25,000 consumers or profit from selling personal data but exempts government entities and specific types of data (e.g., health information under HIPAA). In particular, consumers can: Access, correct, and delete their personal data. Obtain a list of third parties that received their data. Opt out of targeted advertising, data transfers, and profiling. Use an authorized agent to exercise these rights. Data Controllers & Processors must: Limit data collection, processing, and transfers to what is necessary for services. Obtain affirmative consent for processing sensitive data. Maintain security measures and delete data when no longer needed. Provide clear privacy notices and opt-out mechanisms. In addition: Processors must follow controllers' instructions, ensure confidentiality, and comply with contractual obligations regarding data protection; Controllers must conduct data protection assessments for activities like targeted advertising, data sales, and profiling, which assessments must be submitted to the Attorney General and summarized publicly; Controllers must ensure data cannot be re-identified and must enforce compliance among recipients; Controllers must still comply with law enforcement, legal obligations, consumer safety measures, and scientific research while ensuring constitutional protections. The AG can enforce compliance, impose penalties, and recover litigation costs. Individuals (except small businesses) can sue for damages under a private right of action

Establishes and regulates consumer protection when dealing with artificial intelligence (AI) systems, with an emphasis on those deemed high-risk. In particular: Requires developers and deployers of "high-risk" AI systems artificial intelligence system that has the potential to significantly impact individual's "rights, safety, or well-being" to exercise reasonable care to prevent algorithmic discrimination. Establishes that algorithmic discrimination is unlawful differential treatment or impact that disfavors an individual or group of individuals on the basis of their actual or perceived age, race, disability, ethnicity or other protected classifications. Developers must supply detailed documentation to deployers, covering intended uses and potential risks. Deployers, in turn, must uphold a risk management policy and conduct yearly impact assessments to address and reduce potential algorithmic discrimination. Mandates that consumers be informed when AI systems significantly influence decisions, with explanations provided, and an ability provided to correct data or appeal decisions. Exempts certain small businesses and scenarios where adherence would breach trade secrets or pose security risks. Requires the Attorney General to promulgate rules for implementing the chapter and calls for regulations to ensure adherence to specific frameworks and standards.

Entities cannot collect or process sensitive data unless essential for a requested service. Data transfers to third parties are restricted, and targeted advertising using sensitive data is prohibited. Individuals can access, correct, delete, and export their data. Clear consent mechanisms must be in place, with protections against deceptive practices. Entities must adopt policies to comply with privacy laws and mitigate risks, particularly for minors. Retaliation for exercising privacy rights is prohibited. Data collection cannot be discriminatory based on race, gender, disability, etc. Entities must publish clear, accessible privacy policies detailing data practices. Large data holders must retain previous versions for at least 10 years. Individuals must have simple, accessible ways to withdraw consent and opt out of data transfers. Data must be deleted or returned after service completion unless legally required. Violations are considered deceptive trade practices, with fines of at least \$5,000 per offense. Individuals have a private right of action, and the Attorney General can impose penalties.

Entities must adopt policies to comply with privacy laws and mitigate risks, particularly for minors. Retaliation for exercising privacy rights is prohibited. Data collection cannot be discriminatory based on race, gender, disability, etc. Entities must publish clear, accessible privacy policies detailing data practices. Large data holders must retain previous versions for at least 10 years. Individuals must have simple, accessible ways to withdraw consent and opt out of data transfers. Data must be deleted or returned after service completion unless legally required. Violations are considered deceptive trade practices, with fines of at least \$5,000 per offense. Individuals have a private right of action, and the Attorney General can impose penalties.

Amends GL 151B:4 relative to unlawful discriminatory practices in the MCAD authorizing statute by establishing that it is an unlawful practice for an employer to refuse to hire or to fire a person from employment unless reasonable suspicion exists that the employee was impaired by marijuana at the employee's place of employment or during the hours of employment. Also establishes a defense to such employment action on the part of the employer if the employee is unable to maintain licenses, credentials, or other qualifications that are reasonably necessary for the performance of the employee's position because of marijuana use, or if the position is safety sensitive or if compliance would cause the employer to commit a violation of a federal law, regulation, contract, or funding agreement.

"Safety sensitive position" is defined as a position with duties that, if performed while under the influence of drugs or alcohol, could lead to a lapse of attention that could cause actual, immediate, and permanent physical injury or loss of life to self or others.

Establishes a protection and advocacy system for the purpose of investigating abuse, neglect, and financial exploitation of persons with disabilities occurring in the Commonwealth and advocating for the civil and human rights of such persons; provides that system shall be an independent private nonprofit corporation which has been designated as the protection and advocacy system for the commonwealth under the federal law.

Requires public buildings to include at least one diaper changing station; regulates signage and application of the requirement.

This bill modernizes the Massachusetts General Laws by updating terminology related to individuals with disabilities. It replaces terms such as "handicapped," "autistic," and "mentally retarded," with more current and respectful language like "persons with disabilities," "Autism," and "persons with an intellectual or developmental disability." Under the bill, changes are systematically applied throughout the General Laws, encompassing areas such as education, health, and housing, as well as references concerning veterans and insurance.

The bill focuses on the regulation and operation of family child care homes in Massachusetts by amending Chapter 23B to introduce definitions and guidelines for these facilities. Key provisions include prohibiting local zoning laws from restricting or hindering the operation of family and large family child care homes, as well as barring cities and towns from classifying such homes as public nuisances or imposing disproportionate licensing fees. Property covenants or lease agreements that limit the use of properties as family child care homes are deemed void, protecting providers from denial of property transactions based on their intended use. Moreover, the bill dictates that family child care homes should be classified as residential uses, preventing local authorities from zoning them otherwise or imposing additional business licenses, fees, or taxes. Operations are not to be considered a change of occupancy under local building codes. While maintaining the authority of local entities to enforce health, safety, and building standards, these regulations must apply uniformly to all residential properties within the same zoning designation. Existing licenses for family child care homes are preserved until replaced or revoked, ensuring operational continuity. A severability clause is included to maintain the validity of the bill's remaining provisions if any part is invalidated. Prospective providers must notify landlords 30 days before starting operations, with exceptions for certain expedited licenses.

Amends GL 143:93 relative to the State Board of Building Regulations and Standards in the chapter on Inspection and Regulation of, and Licenses for, Buildings, Elevators and Cinematographs requires that any newly constructed, reconstructed, or remodeled state-owned and maintained public building in Massachusetts with a public toilet room must include at least one universal changing station by January 1, 2026. A universal changing station is defined as an adult-sized changing table capable of holding at least 350 pounds and accessible to individuals of any age or sex who require assistance with diapering. In addition: Outlines specific requirements for the changing stations, including weight capacity, size, accessibility features, and compliance with the Americans with Disabilities Act; Mandates signage indicating the station's location, instructions for use, and safety features; Requires exemptions for cases where installation is not feasible, would violate accessibility standards, affect historic properties, or exceed a certain cost threshold; Requires the Architectural Access Board to promulgate regulations providing that any public building or place of public accommodation that is newly constructed, reconstructed or remodeled on or after January 1, 2026 must install and maintain at least 1 universal changing station.

Adds a new Section 1D to GL Chapter 214, declaring the rights of homeless persons; defines persons experiencing homelessness as those who lack or are perceived to lack a fixed, regular, and adequate nighttime residence; entitles homeless persons to the listed rights and protections, including use of public spaces, to privacy in their personal property in public spaces, to interact with public officials, employees and law enforcement officers without harassment, to rest in public spaces and seek protection from adverse weather, to eat in any public space in which it is not prohibited and to occupy a legally parked motor vehicle; prohibits unlawful discrimination as a result of housing status; repeals laws defining and criminalizing being a tramp, vagrant or vagabond; further prohibits public accommodations from discriminating on the basis of housing status.

Establishes the Downtown Vitality Fund, which is financed by a one percent set-aside of sales tax revenue collected from remote retailers who have no physical presence in Massachusetts. This fund is dedicated to supporting commercial areas by providing grants to downtown district management organizations and offering technical assistance. It prioritizes small business districts in Gateway Cities and low-income areas, while promoting entrepreneurial opportunities for underrepresented communities. The bill also creates the Office of Massachusetts Main Streets, tasked with promoting and revitalizing downtown and commercial districts statewide. This bill creates the MassMakers Portal, an interactive online platform designed as a unified access point for business information and compliance resources. Developed in collaboration with various state agencies, the portal provides resources to simplify the process of establishing and expanding businesses in the Commonwealth through services such as electronic applications, compliance alerts, and technical support. In addition, the bill establishes the Supply Mass/Buy Mass program, aiming to bridge the gap between local suppliers and purchasers via a dedicated web portal for MassMade businesses to connect with institutional and commercial buyers, and sets up the Microbusiness and Minority Business Strategy Commission. This commission will recommend strategies to enhance their viability, including fee exemptions.

Establishes commission on equitable city planning and development consisting of the Director of Housing and Community Development, the executive director of the Massachusetts Commission Against Discrimination or a designee and a tenant advocate to be appointed by the Attorney General; provides that commission shall require each local planning and development agency to periodically create an assessment of fair housing and anti-displacement in the municipality. Following each assessment, the local planning and development agency shall develop a plan to strengthen and improve fair housing and anti-displacement in the municipality and submit plan to department.

Requires insurance coverage for community health workers performing community health worker services, defined as health education, outreach, care coordination, socio-emotional support, and assistance with navigating healthcare and community systems. In particular: Establishes that all major public and private insurers in Massachusetts (e.g., Medicaid/MassHealth, GIC, private insurers) must cover and reimburse services delivered by certified community health workers or those actively pursuing certification. Requires EOHHS to seek federal authorization to fund these services. Requires Medicaid, the Division of Insurance, and the GIC to create regulations to support implementation, including enabling non-health care entities to enroll as providers. Amends the definitions of "core competencies" in mental health work to include navigation and connection to resources for health needs, including behavioral health, mental health and substance use disorder services. Strikes out the existing section regulating community health workers. Establishes and regulates a Community Health Worker Workforce Development Taskforce.

Amends the evaluation process for professional and occupational licenses. The bill requires licensing bodies to perform individualized assessments of applicants' situations, not considering non-violent misdemeanors, juvenile adjudications, and certain convictions that occurred over three years prior, unless they are related to severe crimes. In addition, licenses may only be denied or restricted if there is a direct relationship between the applicant's criminal history and the professional duties, and if public safety interests substantially outweigh the applicant's right to a license. Authorities are instructed to assess evidence of rehabilitation, taking into account factors such as the applicant's age at the time of the offense, elapsed time since the offense, and character references. The bill also mandates a triennial review and report of the application processes by licensing authorities to ensure they enhance economic opportunities without compromising public safety. Additionally, a special commission is established to examine background check requirements and the usage of terms like "good moral character" in licensing, with the goal of producing recommendations for more equitable practices.

Adds two new members to the Board of Registration of Real Estate Brokers and Salesmen, increasing the number to seven: (1) one who has been actively engaged in the real estate business as a full-time occupation for at least seven years, and (2) an expert in fair housing and civil rights or a tenant from a duly recognized tenant's organization in the commonwealth receiving public assistance from a local, state or federal rental voucher program; requires the Board to publish, not less than quarterly, an account of newly licensed members; allows Board to conduct an investigation of a member after a finding of discrimination by the MCAD or any other agency that administers fair housing laws and is certified by the federal Assistant Secretary for Fair Housing and Equal Opportunity; increases period of suspension from 90 to 180 days; increases minimum education requirements for license renewal from 6 hours to 10 hours and requires at least three hours of education on alternative dispute resolution methods and at least four hours on fair housing law or diversity and inclusion in real estate.

Enacts the Interstate Dental and Dental Hygiene Licensure Compact, an agreement allowing the transfer of dental and dental hygiene licenses among member states while preserving each state's authority to regulate practices within its boundaries. It establishes uniform licensure standards, facilitates the sharing of information, and permits member states to enforce disciplinary measures on licensees within their jurisdictions. Special provisions ease license transfers for military personnel and their spouses without requiring Compact-related fees, and the bill simplifies the licensure process by minimizing duplicate documentation. Under the bill, the Interstate Dental and Dental Hygiene Compact Commission, comprising representatives from member states, manages and enforces the Compact. This Commission's responsibilities include developing bylaws and regulations, overseeing budget management, and ensuring compliance with the Compact's provisions. Additionally, the Commission will draft uniform application processes, maintain a primary document repository, and issue advisory opinions. The Compact provides for the handling of criminal background checks for licensure applicants, including the retention of fingerprint data for ongoing suitability assessments.

Adds a new Section 5C to GL Chapter 74 to establish a weighted lottery prioritizing protected classes, including students of color, economically disadvantaged students, disabled students, and English language learners, to be held if there are more eligible applicants than number of spaces for admission to a vocational-technical school or vocational-technical program; establishes a waitlist for students who entered the lottery but were not admitted, and the order of the waitlist is determined by the lottery; and directs the commissioner of education to collect and annually file applicant, admission, enrollment, and waitlist data by November 1 of each year.

Repeals provisions authorizing the Board of Elementary and Secondary Education to determine mandatory ages for school attendance; requires school attendance between the ages of 6 and 18, or twelfth grade completion, whichever comes first; prohibits criminal penalties for students over the age of 16 who do not attend school; establishes and regulates the membership and operation of the Commission to Study Barriers to High School Graduation; requires the commission to study barriers to high school graduation, and make recommendations that keep at risk students from dropping out; requires said commission to submit their findings by December 31, 2019; requires the findings to consider the listed issues, including patterns that might indicate a student is at risk, how to identify students at risk of dropping out and how to track them once identified, benchmarks for student progress, methods to reengage students who left school and emotional supports for at risk students.

Amends GL Chapter 151C (Fair Educational Practices) to add "special medical status" as a protected category under the statute; defines "special medical status" as "the condition of an individual due to a disability as defined by the Americans with Disabilities Act or due to the reception or failure to receive any medical treatment whether preventative, curative or palliative. □

Adds a new Section 159A to GL Chapter 6 to establish a 17-member permanent commission on American Indian and Alaska Native education; articulates the qualifications and terms of commission members; directs the commission to investigate the use of resources from both the public and private sectors to enhance and improve the ability of state agencies to provide educational opportunities and improve educational outcomes for all American Indian and Alaska Native students in order to further tribal self-determination and to help ensure that students have an opportunity to learn their heritage languages and histories and to receive complete and competitive educations that prepare them for college, careers, and productive satisfying lives; requires the commission to file an annual report with the legislature.

This bill concerns educational assessments and services for English Language Learner (ELL) students, particularly those who also have disabilities. It requires that during evaluations, school committees account for a student's English proficiency and ensure assessments are given in the student's primary language. Additionally, the Individualized Education Program (IEP) team for ELL students must include experts in second language acquisition, with the IEP addressing both their language and special education needs. The bill prohibits school districts from suggesting parents opt out of ELL services to simplify the scheduling of special education services. It mandates schools to facilitate meaningful communication with parents and guardians through interpreters and translators who are both bilingual and skilled in specialized terminology.

Amends provisions of GL Chapter 69, governing DESE, such that assessments of school performance measure 'authentic' student growth in English, math, science, and social studies, through mechanisms such as computer-adaptive assessment, effective July 1, 2021; further directs the board of elementary and secondary education to establish regulations requiring leveled education options for students in K-12 according to their demonstrated achievement; requires the use of computer-adaptive assessments to determine appropriate instruction levels; prohibits discrimination against students according to age.

Amends GL 69:1B to direct the Board of Elementary and Secondary Education to develop regulations for accelerated learning opportunities for K-12 public school students; requires the evaluation of all students to determine the need for acceleration accommodations, and districts to provide associated professional development for teachers; outlines potential acceleration strategies including concurrent enrollment, early college, multi-age combined classes, online courses, and more.

Amends GL 76:5 governing school attendance to prohibit discrimination against students on the basis of age.

This bill amends Section 47 of Chapter 71 of the General Laws to eliminate fees for student participation in specific school organizations and activities. It ensures students are not charged fees to engage in activities centered around political, faith-based, or charitable objectives. This includes activities promoting mental or physical health, those fostering student leadership like student councils or class officer roles, and initiatives addressing issues such as discrimination, racism, sexism, various forms of bigotry, or bullying. Additionally, any activity deemed by the committee to contribute to a social good is also included under the no-fee mandate.

Amends GL Chapter 71 (Public Schools) to require every school district and school to include in its curriculum a unit of instruction studying the events of Black History, including the history of the African slave trade, slavery in America, and the vestiges of slavery in this country; further requires said curriculum to include not only the contributions made by individual African-Americans in government and in the arts, humanities and sciences to the economic, cultural and political development of the United States and Africa, but also the socio-economic struggle which African-Americans experienced collectively in striving to achieve fair and equal treatment under the laws of this nation. Authorizes the Department of Education and Secondary Education to make available to all school districts and schools instructional materials, which may be used as guidelines for development of a unit of instruction under this Act, provided, however, that each school district and school shall itself determine the minimum amount of instruction time which shall qualify as a unit of instruction; authorizes said school or district to meet the requirements of this Section through an online program or course; further requires public community colleges, colleges and universities to offer a course studying the events of Black History, meeting the criteria listed above.

Adds a new GL Chapter 119B, which provides for the protection and care of elders by creating a mandatory duty to report suspected abuse for certain people that work with elders; requires so called mandated reporters to file reports of suspected abuse with the executive office of elder affairs; imposes fines for failing to report when mandated; imposes fines and/or imprisonment for filing a frivolous report; increases penalties for second and subsequent instances of failure to report; requires reports to include the listed identifying information, including name, gender and the nature and extent of injuries; allows any person to file a report of suspected abuse; prohibits employers from retaliating against people who file reports; exempts religious leaders from reporting instances of abuse when their knowledge exists exclusively from confession or other confidential communication.

This bill creates a permanent commission dedicated to addressing the needs of older LGBTQ adults and their caregivers in Massachusetts. The commission will include a diverse membership, such as chairs of the joint committee on elder affairs, representatives from various state departments like elder affairs and public health, and members from LGBTQ and elder advocacy organizations. The governor will appoint additional members with specific expertise and regional representation. The commission's responsibilities include investigating and analyzing the wide-ranging needs of older LGBTQ adults and their caregivers, such as health, housing, financial, psychosocial, and long-term care requirements. It will make recommendations to improve access to benefits and services and assess the impact of state policies on this demographic group. Enhancing provider awareness and competence in serving older LGBTQ adults will be a priority, along with determining necessary funding levels and exploring best practices to improve quality of life, prevent abuse, and promote independence. The commission will also consider statewide training programs for service providers and develop outreach protocols to reduce concerns among older LGBTQ adults about accessing mainstream services.

Enacts three new sections into GL Chapter 111 (Public Health) to require licensure for home care agencies; requires certain measures be included in regulations, including background checks, wage and labor compliance, and training requirements; allows for fines for the operation of an unlicensed home care agency or violations of regulations; establishes a home care worker and consumer abuse stakeholder advisory committee and a home care oversight advisory council; articulates the qualifications for members; requires each to review and report on the home care industry and status of home care licensure; applies employer non-discrimination statutes to individuals using a personal care attendant.

Establishes a new legal framework in Massachusetts for shared equity investments, distinguishing them from traditional mortgage loans. In these non-recourse transactions, investors provide homeowners with funds in exchange for an equity interest in their residential property, thereby sharing in the property's appreciation or depreciation. Key features of the bill include a licensing requirement for shared equity investors through the Commissioner of Banks, with specific exemptions for certain nonprofit or government entities. The licensing process involves submitting an application, potentially participating in a multi-state licensing system, and undergoing thorough background investigations for applicants and their Control Persons. The bill outlines operational mandates for shared equity investors, such as granting homeowners a minimum three-day rescission period, adopting clear standards for home valuation, and capping the annualized cost of investments at 20%. It mandates comprehensive disclosures to homeowners regarding the investment's terms, risks, and settlement processes, including illustrative financial outcomes. Investors are prohibited from imposing penalties for early settlement, restricting the homeowner's property use, or insisting on biased appraisals. The Commissioner of Banks is authorized to inspect the operations of licensed investors, enforce compliance through penalties or cease-and-desist orders for violations, and take civil action when necessary. The bill also specifies penalties for noncompliance, outlines the Commissioner's regulatory and enforcement powers, and ensures investor adherence to these new guidelines.

The proposed legislation in Massachusetts focuses on expanding insurance coverage for fertility-related services, mandating that insurance plans include fertility diagnostic care and treatments. Infertility is comprehensively defined within the bill to cover various medical criteria, including the use of donor gametes and the inability to conceive after certain durations of unprotected intercourse. Essential fertility treatments covered include in vitro fertilization, cryopreservation, unlimited embryo transfers, intrauterine inseminations, and intracervical inseminations. The bill explicitly prohibits different restrictions or exclusions for infertility treatments compared to other medical treatments. In addition to insurance coverage enhancements, the bill mandates professional development training for healthcare providers, with an emphasis on inclusivity and accessibility for LGBTQ individuals seeking family building resources. It aims to eliminate discrimination and improve service access for this community. The Office of Health Equity is tasked with studying and providing recommendations to enhance resources for LGBTQ individuals and couples pursuing family expansion. The implementation of specific sections of the bill is delayed by one-year post-enactment to permit adequate preparation time for these changes.

This hefty bill comprising 55 printed pages is intended to establish comprehensive protection for “gig” workers, including any app-based delivery drivers and other workers. In particular: Enacts a new §148E to GL 149 (Labor and Industries) that would establish employment protections, wage standards, data reporting, and benefits for app-based delivery workers in Massachusetts. All app-based delivery workers are presumed employees, not independent contractors, under Massachusetts law and,

Establishes that the minimum applicable hourly wage for application-based delivery workers be equal to the basic minimum wage for all working time or, if the worker holds unfettered discretion to log on and off at hours of their choosing, 150% of the basic minimum wage for all assigned time.

Establishes that workers using their own vehicles must receive IRS standard mileage rate for all working time, or 150% of the IRS rate for assigned time (until new rules are adopted).

Violations are enforceable under existing labor laws (GL 149:150), and workers may bring civil lawsuits within 2 years and may be awarded reinstatement, triple damages for lost wages, injunctive relief and attorney’s fees. Adds a new (but untitled) Chapter 159¾ into the General Laws. The new chapter would separately define “assigned time” (all time from accepting a dispatched delivery until the driver: (i) returns to their declared base location, (ii) is sent a new assignment, or (iii) turns the app off), “stand-by time” (any other time the worker is logged in and available to accept work) and “working time” (the sum of both assigned time and stand-by time) and requires compensation for the total amount of working time. The minimum applicable hourly wage for application-based delivery workers must be equal to the basic minimum wage for all working time or, if the worker holds unfettered discretion to log on and off at hours of their choosing, 150% of the basic minimum wage for all assigned time. Establishes and regulates a new Delivery Network Company and Transportation Network Company Division inside the Department of Public Utilities (DPU) to replace the existing Transportation Network Company Division. Requires companies to provide app-specific insurance that meets standards set in GL 175 §228. Requires companies to supply commercial-rate electronic toll transponders and reimburse tolls properly. Establishes new transparency requirements for companies with their customers, including real-time cost estimates, a base rate, premiums (shopping, packing, etc.), surge multipliers, and any other fees. Establishes a number of new requirements relative to network transportation companies including provisions relative to rate regulation & public filings, worker protections & dispute process, oversight of affiliated companies, accessibility & non-discrimination, and so forth. The bill also adds a number of

This bill introduces two key entities to enhance access to financial services for microbusinesses and small businesses in Massachusetts, with a special focus on those that are socially and economically disadvantaged. The first entity is the Microbusiness and Small Business Banking Access Advisory Board. This board's mission is to identify and develop strategies to improve banking accessibility for eligible businesses, including nonprofit organizations that partner with the executive office of economic development or the Massachusetts development finance agency. The board is composed of members from legislative committees, financial institutions, economic equity organizations, and state-appointed small business owners. Its tasks include assessing state and federal programs, studying initiatives from other states, leveraging existing programs to foster bank connections, and recommending new policies. The board will provide a report with its findings and recommendations by June 1, 2026. The second entity established by the bill is the Microbusiness and Small Business Commercial Insurance Special Legislative Commission. This commission aims to enhance access to commercial insurance for the same group of businesses targeted by the advisory board. Comprising representatives from legislative committees, economic development agencies, insurance commissioners, and appointed business leaders, the commission will evaluate current insurance access programs, review legislative initiatives from other regions, and explore potential within existing state programs to link businesses with insurance services. It is also tasked with recommending new policies to improve insurance access. The commission's report, including any legislative proposals, is due by June 1, 2026.

Amends GL 151B:4 relative to unlawful discrimination to prohibit hospitals, medical providers, or other public or private entities from withholding or de-prioritizing life-saving care or other treatment due to an individual's perceived quality of life stemming from a disability or chronic condition or due to any metric where disability or chronic condition is used to calculate the value of a life; prohibits hospitals or medical providers from conditioning the provision of care on a patient having a "do not resuscitate" order or similar directive; directs EOHHS to develop regulations enforcing this act within 60 days of passage.

This omnibus DEI legislation establishes a new Executive Office of Equity under the Governor's Cabinet, led by a Secretary of Equity, to promote equity, diversity, and inclusion across state government. It mandates incorporating health equity into the Health Policy Commission and the Center for Health Information and Analysis and certain other health related agencies. In particular, among other things:

- Sets primary care and behavioral health expenditure targets.
- Evaluates legislative impacts on healthcare costs biennially.
- Creates a special commission to address health inequities with measurable benchmarks.
- Establishes an Advisory Board with diverse representation.
- Requires annual reports on equity objectives and outcomes.
- Establishes a Health Equity Zone Trust Fund for areas with documented health disparities.
- Amends recruitment initiatives to support individuals from priority populations.
- Requires health equity training for healthcare licensees.
- Establishes programs for individuals ineligible for Medicaid due to immigration status.

Please note that HD3226 and SD1202 are identical, but HD138, although very similar, is not.

Establishes a new Chapter 6F in the General Laws, Executive Office of Equity. "Equity" is defined for these purposes as the "consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities" and "Health equity" is defined as the "fair and just opportunity to be as healthy as possible." The new Equity Office is, among other things, tasked to develop multi-year strategic plans to advance equity within each executive office of the Commonwealth; develop standards for the collection, analysis, and public reporting of disaggregated data by race, ethnicity, language, and other socio-demographic factors; and create and publish data dashboards stratified and disaggregated by race, ethnicity, language, and other socio-demographic factors. The new Chapter also establishes an Advisory Board, and issue an annual report. Finally, the bill makes a number of technical changes that make reference to the Equity Office in other parts of the General Laws, and requires the Center for Health Information and Analysis to gather and publish certain health equity information.

Adds new section 168F to GL Chapter 6 to direct institutions of higher education to develop and make publicly available policies on academic transcript notations and appeals relating to sexual misconduct and include a temporary notation on academic transcripts of students alleged to have committed a crime of violence until a resolution is reached, and once it is, to provide a permanent notation on said academic transcripts; provides guidelines on notations; and requires institutions to submit an annual report on the total number of temporary and permanent notations by December 1 of each year.

The bill aims to enhance and regulate pet ownership within state-aided public housing, benefiting both elderly and other residents. Key provisions include the mandate for the executive office of housing and livable communities to maintain supportive pet ownership programs, and the prohibition of breed, size, weight, or appearance-based bans on dogs in these housing units. It also forbids excessive pet deposits and bars tenant eviction based solely on pet presence, with the exception of dogs classified as dangerous by local municipalities, which are not allowed in state-aided housing. To ensure compliance, the bill requires the department to update regulations concerning pet ownership and establishes penalties for housing authorities that breach these provisions. Furthermore, the bill establishes an advisory group comprising representatives from tenant organizations, housing authorities, and animal welfare groups. This group is tasked with updating relevant regulations, designing specific pet policies for various housing types, facilitating the formulation of pet grievance mechanisms, identifying necessary data collection, and compiling resources for pet adoption and care. The advisory group is also charged with making legislative recommendations about pet policies in state-aided public housing to the appropriate legislative bodies.

This bill prohibits the use or request of consumer reports for subsidized tenants during the screening processes unless required by federal or state law. Landlords and their agents must secure explicit written consent from tenants before obtaining consumer reports, transparently disclose the purpose for accessing such information, and cover the cost of obtaining reports. The bill also bans misuse of consumer reports that could lead to unlawful housing discrimination and safeguards tenants from retaliatory or discriminatory actions for asserting their rights.

Adds a new Section 31 to GL Chapter 23B, codifying the program of Rental Assistance for Families in Transition in new section 31 of GL23B; specifies eligibility standards and funding priorities for program; establishes annual reporting requirements for DHCD; provides that records of assistance provided are public records with the exception of the identities of tenants and subtenants.

Adds a new Section 61 to GL Chapter 121B (Housing and Urban Renewal) to prohibit bullying of elder residents of housing developments subsidized by the state or federal government; defines the practices considered as bullying and cyberbullying; directs the Public Safety Division of the Attorney General's office to consult with other agencies and develop a model plan and curriculum for preventing bullying of elders; requires each residential community to develop and implement its own plan to address bullying and lists the components that must be included in the plan; requires staff at said residential communities to undergo ongoing professional development related to bullying prevention and remediation.

The bill proposes the creation of a special legislative commission with the purpose of studying and reporting on the usage and training of service animals and emotional support animals, as well as their effects on tenants and property owners in Massachusetts. The commission will consist of 17 members, including legislative leaders, state officials, and representatives from disability and housing organizations. Its primary objectives are to review current laws and procedures associated with emotional support animals, assess their benefits for individuals with disabilities, and investigate cases of fraud or misuse. The commission will also examine practices in other areas to reduce misuse and consider training and educational initiatives to improve public understanding of related laws. Additionally, the commission is responsible for suggesting modifications to existing laws, including refining the definition and verification process for emotional support animals, and exploring the possibility of certifying, registering, or licensing these animals. The findings and recommendations of the commission must be reported to key legislative bodies by April 1, 2027.

This bill prohibits discriminatory land use practices by local or state governmental bodies. These practices are defined as any actions that restrict or exclude housing accommodations based on income level, particularly for those earning 80% or less of the area median income, or limits housing with sufficient bedrooms for families with children. Discrimination based on race, gender, disability, and other protected characteristics is also included. These actions will not be considered violations if the government entity can prove that their actions were motivated by a substantial, legitimate governmental interest and that no less discriminatory means were available, or if the entity has a history of supporting such housing initiatives. The bill empowers individuals or groups who believe they have been subjected to these discriminatory practices to file a civil lawsuit in various courts, to seek injunctive relief and damages, including punitive damages for intentional discrimination. The Massachusetts Attorney General is also granted the authority to pursue violations.

The bill introduces comprehensive regulations and protections related to pet ownership across various residential settings. It establishes that landlords are prohibited from evicting tenants solely due to pet ownership within a year following a state of emergency unless the pet poses a safety risk. Similarly, hotels cannot unreasonably refuse pets during such emergencies unless there are concerns about noise or safety. Condominium associations are also restricted from banning dogs based on breed, size, weight, or appearance in their governing documents. The bill requires the creation of a pet ownership program for residents in state-aided public housing to support responsible pet ownership. Additionally, landlords may impose additional rent for common household pets, subject to specific limits. However, they may not apply these charges to service or assistance animals required by tenants with disabilities. Insurance companies are prohibited from refusing or altering homeowners or renters' insurance coverage based on specific dog breeds unless the dog is legally classified as dangerous. Furthermore, public housing authorities are barred from considering a dog's breed, size, weight, or appearance when assessing tenant eligibility. The provision that allows for additional pet rent applies only to new leases initiated six months or more after the bill's enactment date.

Adds a new Section 31 to GL Chapter 23B, codifying the program of Rental Assistance for Families in Transition in new section 31 of GL23B; specifies eligibility standards and funding priorities for program; establishes annual reporting requirements for DHCD; provides that records of assistance provided are public records with the exception of the identities of tenants and subtenants.

Adds a new Section 18 to GL Chapter 40A regulating large scale development residential projects; defines large scale development projects as those with 35 or more housing units; requires those seeking to construct large scale developments to complete fair housing assessments regulated by the department of housing and community development; requires such assessments to describe the project's impact on fair housing, housing discrimination and displacement, as well as how it would minimize harm and further fair housing; directs the department promulgate regulations for the assessment, including fines for non-compliance.

This bill proposes an amendment to Section 5 of Chapter 151B of the General Laws, which governs discrimination complaints in Massachusetts. The amendment seeks to extend the allowable time frame for individuals to file a discrimination complaint with the Massachusetts Commission Against Discrimination, changing the current limit from 300 days to 3 years. This extension aims to provide individuals with a longer period to report incidents of discrimination.

Repeals or (in a few cases) reforms certain Constitutionally unenforceable or archaic laws on religion, piety, and morality, including the following:

GL 71:30 relative to moral education in public schools;

GL 71:31 relative to bible reading in public schools';

GL 233:15 relative to the mode of administering oaths with respect to witnesses in courts;

GL 233:16 relative to mode requested by affiant in courts;

GL 233:17 relative to affirmation by Quakers;

GL 233:18 relative to affirmation for reasons of conscience;

GL 233:19 relative to oaths of non-Christians;

GL 272:26 relative to resorting to restaurants or taverns for immoral purposes;

GL 272:29 relative to dissemination or possession of obscene matter; punishment; defense;

GL 272:34 relative to crime against nature;

GL 272:35 relative to unnatural and lascivious acts;

GL 272:36 relative to unnatural and lascivious acts with child under 16.

This bill proposes amendments to Chapter 149 of the General Laws to invalidate provisions in employment contracts that waive substantive or procedural rights concerning claims of discrimination, non-payment of wages or benefits, retaliation, harassment, or public policy violations. Such waivers are deemed unconscionable, void, and unenforceable. The bill ensures that while these particular waivers are voided, the remainder of the contract can still be valid if the clause is separable. It specifically excludes collective bargaining agreements from these provisions. If an entity attempts to enforce a void waiver, they may face liability for reasonable attorney's fees and costs. Employers are prohibited from retaliating against individuals refusing to agree to such waivers, and affected individuals can initiate civil action within three years for tort remedies, injunctive relief, and litigation costs, including attorney's fees. This bill clarifies that the provided rights and remedies are supplementary, not exclusive, and do not override other legal avenues. The legislation takes effect immediately upon enactment and applies to contracts entered into, renewed, modified, or amended after its passage.

This bill seeks to amend Chapter 265 of the General Laws by introducing a section focused on deterring the intentional misuse of police resources and protecting individuals from harm based on perceived characteristics. Specifically, the bill establishes civil liability for individuals who, motivated by biases related to race, color, national origin, ancestry, gender, religion, religious practice, age, disability, or sexual orientation, intentionally summon police officers without a reasonable suspicion of criminal activity. The bill empowers victims of such actions to pursue injunctive relief, damages, or other suitable legal remedies. Importantly, the legislation allows courts to issue injunctions to prevent repeat offenses without requiring victims to demonstrate actual injury or damage. It clarifies that a lack of reasonable suspicion exists when a reasonable person would not suspect criminal conduct or threats in similar circumstances.

Establishes and regulates a special legislative commission to study the use of service animals in Massachusetts; directs the commission to investigate the prevalence and consequences of fraud, misrepresentation and misuse of service animals; directs the commission to identify training and education opportunities regarding the use of service animals and potentially recommend changes to Massachusetts law governing service animals; sets a deadline of April 1, 2025 for the commission to file its report with the legislature. New draft of HB1480. The new draft makes a large number of grammatical and technical corrections to the previous bill.

This bill proposes the establishment of a 15-member commission dedicated to studying and crafting proposals for reparative justice in Massachusetts through a truth and reconciliation process. The focal point is addressing the historical and ongoing impacts of slavery and its legacy on American Freedmen, descendants of enslaved individuals. The commission's mandate includes documenting the multifaceted consequences of slavery, such as political disenfranchisement, housing segregation, educational inequity, economic disparities, and persistent wealth gaps within the Freedmen community. The commission's composition will predominantly consist of American Freedmen, with members appointed by the governor, the president of the senate, and the speaker of the house, ensuring a broad array of expertise in relevant areas like remedial justice, historical analysis, accounting, and public policy. With a key focus on developing reparative measures, the commission will explore potential remedies such as financial compensation, assistance programs, and educational initiatives on remedial justice. Additionally, the commission will establish eligibility criteria for beneficiaries of these reparative actions. Within two years, the commission is expected to deliver a comprehensive report of its findings and legislative recommendations to both the Massachusetts legislature and the public. Furthermore, the commission will provide ongoing advisory support to the Permanent Commission on the Status of African Americans, specifically in policies impacting the American Freedmen class. The enactment of this bill will commence immediately upon its passage.

The bill aims to reinforce individual rights regarding medical autonomy and privacy in Massachusetts by enshrining these rights as civil liberties. It ensures that all individuals can access services and employment without being compelled to comply with specific medical interventions or to share personal medical information. The bill highlights protections against discrimination, coercion, retaliation, or any unfair treatment based on one's medical decisions. These rights are extended to include decisions made for minor children under the legal custody of individuals. The bill prohibits both public and private entities from penalizing individuals who resist practices that infringe on their medical rights. However, it outlines exceptions where these rights may be curtailed, such as when an individual's health condition poses a direct threat to others, which needs to be assessed based on up-to-date medical knowledge. It provides legal remedies for rights violations, allowing affected persons to pursue private civil actions to seek compensatory and punitive damages. Individuals are not required to go through other administrative procedures before taking legal action. The bill mandates increased penalties for willful violations and permits prevailing plaintiffs to recover legal fees. Exceptions are specified for bona fide occupational requirements, like mandatory vision tests for pilots. The bill is slated to take effect 60 days following its passage.

Amends GL 260:5B, defining statutes of limitations on civil actions, by extending time limits for actions related to sexual assault or sexual abuse from three years from accrual to either 35 years after the alleged act or seven years after discovery of emotional damage or injury, with a stay in accrual until the victim reaches the age of 18; amends GL 277:63, defining statutes of limitations on criminal actions, by permitting their filing at any time if the victim was under the age of 18 at the time of the offense.

This bill creates a permanent commission in Massachusetts dedicated to examining the legacy of slavery and its impacts on residents of African descent, with the goal of recommending reparative actions. Comprising experts in reparatory justice, economics, social sciences, and other relevant fields, the commission will be appointed by key state leaders, including the governor, senate president, and house speaker. Its primary tasks include studying the historical and ongoing effects of slavery on economic, political, educational, and social life, as well as addressing ongoing discrimination against African-descended residents. To fulfill its duties, the commission is authorized to collect evidence, conduct hearings, and collaborate with state agencies. The commission is responsible for making recommendations on public education about its findings and suggesting reparative measures, such as compensation strategies and policy changes to rectify historical injustices and discrimination. It will also consider how these proposed measures align with international standards for state-caused injustice and explore ways for Massachusetts to formally apologize for historical wrongs. Within two years of its inception, the commission is expected to submit a detailed report outlining its findings and recommendations, ensuring that any reparative measures it suggests will complement federal and local reparations efforts.

This bill amends Section 1 of Chapter 151B to introduce a new definition of "antisemitism," aligning it with the definition endorsed by the International Holocaust Remembrance Alliance. According to this definition, antisemitism is described as a perception of Jews that may manifest as hatred toward them. It also recognizes that antisemitic rhetoric and physical actions can be directed at Jewish or non-Jewish individuals, their properties, as well as Jewish community institutions and religious facilities

Includes height as a category protected from unlawful discrimination and hate crimes; prohibits the filming or photography of persons with disability for the purposes of harassment and imposes a \$500 fine or three month jail sentence.

This bill proposes measures to eliminate discrimination by government entities in Massachusetts. It strictly bars any government unit from adopting or maintaining programs, policies, or practices that result in a disparate impact on individuals based on protected characteristics. Affected individuals or groups can initiate civil lawsuits seeking relief, including actual damages, and in cases of intended discrimination, punitive damages as well. Worrying only about proving the impact, plaintiffs are relieved from showing intent to discriminate. Once a disparate impact is proven, the defendant must provide a substantial and legitimate reason for the challenged practice, though this defense is not valid against intentional discrimination claims. The legislation notably allows individuals to proceed directly to court without needing to exhaust administrative remedies first. It is designed to be interpreted broadly to enhance judicial access and dismantle governmental discrimination. The bill is set to take effect immediately upon passage.

Adds a new Section 67E to GL Chapter 234A (Office of the Jury Commissioner) entitled "Improper Peremptory Challenge" to authorize, in all jury trials, a party or the court to object to the use of a peremptory challenge to raise the issue of improper bias; establishes procedures by which the court must evaluate the challenge; lists circumstances the court could use in such evaluation; provides that, if the court determines that an objective observer could view race or ethnicity as a factor in the use of the peremptory challenge, then said challenge shall be denied.

Prohibits discrimination in public and charter schools based on height and weight; amends GL Chapter 151B, Chapter 151C and Chapter 272 (Anti-discrimination) to prohibit discrimination based on height or weight unless for the purposes of compliance with any state, federal, or industry safety standard.

This legislative bill introduces specific protections against sexual harassment in the realm of investment transactions involving venture capital and professional investors in Massachusetts. It clearly defines terms such as "professional investor," "venture capital company," and "venture capital investment" to establish the scope of transactions and entities subject to the new regulations. The bill prohibits professional investors from engaging in sexual advances or any conduct of a sexual nature that could impact business investment transactions or create a hostile work environment. Individuals or entities affected by such violations are empowered to take legal action against offending professional investors, with the possibility of seeking monetary damages as well as injunctive or equitable relief. Additionally, the Massachusetts attorney general is granted the authority to enforce these rules, including imposing penalties and advocating for remedies on behalf of impacted parties. Legal claims must be filed within three years of the last known unlawful act to ensure prompt action, while the bill is designed to be interpreted broadly to achieve its protective goals. Importantly, these provisions are intended to complement, rather than replace, existing state laws on the matter.

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The bill amends Chapter 278 of the General Laws to enhance protections for individuals against civil actions stemming from the dissemination of fair and accurate reports of judicial, legislative, or official proceedings. It specifically offers protections for communications made without malice related to incidents of sexual assault, harassment, discrimination, or retaliation, deeming these communications as privileged and safeguarding individuals from defamation claims. Under this bill, individuals who communicate such information are shielded from defamation actions provided they have a reasonable basis for their claims, regardless of whether a formal complaint was filed. In cases where defendants prevail in defamation lawsuits concerning these privileged communications, they are entitled to reasonable attorney's fees, treble damages for any injury caused by the defamation action, and any other applicable legal remedies. The bill broadly defines "communication" to encompass factual information about sexual assault, harassment, various forms of workplace or housing discrimination, and retaliation against reporters of these issues, thereby ensuring comprehensive protection and encouraging the reporting of such incidents without fear of legal repercussions.

This bill establishes regulations concerning the use and protection of individuals utilizing personal protective medical equipment. It provides a clear definition for 'protective medical equipment' as items such as face masks, respirators, gloves, face shields, protective eyewear, and gowns that are worn to mitigate health risks. The bill explicitly prohibits any form of discrimination or penalties against individuals who choose to wear such equipment when necessary. Actions considered discriminatory include denial of service, eviction, termination of employment, or any undue pressure directed at individuals to discourage them from wearing protective equipment. However, the bill does permit exceptions whereby individuals may be required to temporarily remove the equipment for identification purposes, specifically at security checkpoints or when requested by law enforcement.

This legislative bill proposes amendments to Chapter 151B, Section 4, aimed at enhancing anti-discrimination protections in the context of real estate transactions in Massachusetts. Historically, this chapter has focused on preventing discrimination in rental accommodations. However, the amendments seek to expand these protections by also covering discrimination in the sale of homes. This enhancement ensures that prospective homebuyers receive the same anti-discrimination safeguards as tenants. Additionally, the bill includes provisions to protect individuals using downpayment assistance programs, supplementing the existing measures for those utilizing rental supplements. These changes reflect a comprehensive effort to promote fairness and equality for individuals navigating both home buying and renting processes.

This bill provides significant protections for tenants against harassment or intimidation related to their immigration or citizenship status. It explicitly prohibits landlords from using threats or actual disclosures of a tenant's immigration status with the intent to harass, intimidate, retaliate, or coerce them into relinquishing their rental unit. Additionally, it forbids landlords from filing eviction proceedings based solely or partially on the tenant's immigration or citizenship status. However, the bill affirms that landlords can still fulfill legal requirements under applicable federal, state, or local laws, including participating in government rental assistance programs and verifying financial qualifications for prospective tenants. Importantly, the bill does not change existing legal rights for landlords to terminate tenancies legitimately, collect rent, or address lease violations. If a landlord engages in any prohibited conduct, tenants are entitled to pursue civil actions to seek reparations, which may include actual damages, civil penalties up to \$2,000 per violation, and recovery of attorney's fees and court costs, along with other suitable equitable relief. The bill underscores that a tenant's immigration or citizenship status is irrelevant for determining liability or remedy in legal actions concerning housing rights, and restricts any inquiries into a tenant's status during proceedings unless it is directly relevant to a claim or defense, or necessary for federal law compliance.

Expands an existing mandatory diversity awareness program for individuals convicted of a hate crime under GL 265:39 to include those convicted of violating an individual's constitutional rights under GL 265:37; additionally requires participation in the program for individuals who received a continuance without a finding under either section.

Amends GL 161B:4 (unlawful discrimination: unlawful practices) by defining retaliation against an employee alleging sexual harassment, or discrimination based on sex, gender identity or sexual orientation, or retaliating against an employee for cooperating in investigations of such discrimination, as an illegal action; additionally bans requiring employees to enter into nondisclosure or confidentiality agreements, non-disparagement provisions, restrictions against reporting or participating in investigations alleging sexual harassment or discrimination, or waiver of their rights or remedies, as a condition of employment, promotion, compensation or receipt of benefits.

Adds a new Section 11 to GL Chapter 151B (Prohibition against discrimination) to prohibit a settlement agreement or a provision within a settlement agreement that prevents the disclosure of information related to certain enumerated legal claims filed in a civil action or a complaint filed in an administrative action.

Amends GL 269:14B, which establishes penalties for false emergency reports, to lower the penalties for repeated false calls and silent calls to 911 and emergency dispatch and instead increase the penalties when targeted at a person due to their identity and where it results in bodily injury (commonly known as swatting); authorizes restitution in civil actions against violators.

This bill expands current law restricting mandatory overtime for the health care workforce beyond nurses. Under the bill, all hospital workers with an impact on patient care, other than doctors, interns, residents and facility management personnel, may not be subject to mandatory overtime requirements, except during emergencies where patient safety is jeopardized and other staffing solutions are unavailable. In emergency situations, facilities must first seek volunteers for overtime before requiring it. The bill restricts health care workers from working more than 16 consecutive hours in a 24-hour period and ensures they receive at least 8 consecutive hours off following such a shift.

This bill proposes sweeping reforms to labor-management relations within Massachusetts, creating a new legal framework to govern labor practices if the federal preemption established by the National Labor Relations Act (NLRA) becomes inapplicable. It involves repealing parts of Chapter 150 and making extensive amendments to Chapter 150A of the Massachusetts General Laws. The bill aims to strengthen the protection of workers' rights to organize and engage in collective bargaining, ensuring these rights remain intact at the state level if federal oversight diminishes. Key provisions include broadening the definitions of "employer" and "employee" to encompass entities and individuals typically excluded, while specifically excluding agricultural and domestic workers. It allows for the implementation of agency service fees as alternatives to union membership dues, detailing that such fees should cover the complete cost of union representation. The bill prohibits employer practices that discourage union membership or retaliate against employees participating in strikes, such as the permanent replacement of striking workers or false representation of their employment status. Moreover, it updates processes for addressing unfair labor practices by enhancing penalties, offering pre-hearing injunctive relief, and incorporating electronic voting for union representation elections to modernize and improve access to labor rights enforcement procedures. Through these measures, Massachusetts demonstrates a proactive commitment to preserving robust labor-management relations and safeguarding employees' rights at the state level.

This bill focuses on settlement agreements related to employment disputes, specifically addressing terms that waive employee rights or remedies concerning claims such as discrimination, wage-related issues, retaliation, harassment, or public policy violations. Notably, it limits the enforcement of these waivers, including non-disclosure agreements, to a period of three years from the agreement's effective date. The bill ensures that this three-year restriction does not impact other contract components nor apply to collective bargaining agreements' terms. Additionally, the bill protects employees from employer retaliation if they refuse to sign agreements containing void or unenforceable provisions. It establishes a legal path for individuals affected by violations, allowing them to initiate civil action within three years of the infraction. Successful litigants are entitled to recover reasonable attorney's fees and related costs, and courts may grant any remedies typical in common law tort actions. Importantly, the bill clarifies that these rights and remedies are not exclusive and do not override other legal avenues available under statutory or common law. These provisions apply to all relevant settlement agreements that are initiated, renewed, modified, or amended following the effective date of the act.

This bill proposes amendments to chapter 151B of the General Laws to recognize and incorporate public interest organizations within the framework addressing discrimination and civil rights. It specifically amends Section 1 to define "public interest organization" as a non-profit entity dedicated to combating discrimination, safeguarding civil rights, or advancing objectives aligned with this chapter. Additionally, it modifies Sections 5 and 9 to provide that these public interest organizations can be considered aggrieved parties when their mission or operations are hindered by unlawful practices or legal violations. The bill grants these organizations the standing to file complaints or civil lawsuits in instances where violations are committed against the organizations themselves, their representatives, or employees, or when there is a substantial connection between the organization and the interests of individuals affected by such unlawful actions

Adds a new Section 204 to GL Chapter 149 to provide that any provision in a contract waiving any substantive right or remedy, or any procedural right, remedy, standard or practice, that would otherwise apply to a claim of employment discrimination, retaliation or harassment, nonpayment of wages or benefits, or violation of public policy in employment, shall be unconscionable, void and unenforceable; and to provide that any agreement presented to an employee with the purpose of requiring the employee to bring to arbitration a matter that has not yet occurred purporting to apply to one or more claims of employment discrimination, retaliation or harassment or nonpayment of wages or benefits arising under this Chapter or Chapter 151B, or violation of public policy in employment, any party to the agreement may elect to void the agreement after the dispute has arisen.

This proposed bill seeks to enhance protections and accommodations for both employees and prospective employees who are victims of abusive behavior. It expands the definitions under Chapter 151B of the General Laws by introducing "victim of abusive behavior" as a recognized category, which encompasses conditions such as domestic violence, stalking, sexual assault, and kidnapping. The bill aims to amend current employment discrimination laws by adding "status as a victim of abusive behavior" to the list of protected classes, thereby prohibiting discriminatory practices in hiring and employment based on this status. The legislation obligates employers to provide reasonable accommodations to individuals affected by abusive behavior. These accommodations may include adjustments to work schedules, modifications to workplaces, or the implementation of safety measures. While employers are not required to face undue hardship, should they claim such a hardship, it is their responsibility to substantiate it. The bill dictates that employers must inform employees of their rights under this new law and urges them to undergo training to better understand issues related to abusive behavior. For requests related to accommodations, employers are allowed to ask for documentation but must ensure its confidentiality. Furthermore, the bill amends Chapter 149 to broaden definitions and guidelines around leave for victims of abusive behavior, specifying acceptable forms of documentation and emphasizing confidentiality. Additionally, amendments to Chapter 151A provide guidelines for proving instances of domestic violence and stress the importance of keeping such disclosures confidential.

Provides that employees of private businesses with 11 or more employees that are "essential businesses" under the Governor's emergency Covid order shall be paid time and one half; permits these workers to decline to work for certain health-related reasons; requires these essential businesses to provide personal protective equipment to employees: gives Attorney General enforcement power.

Amends GL Chapter 150A (Labor Relations) to establish a general statute on wrongful discharge, considered as a discharge of employment for refusal to violate public policy, without good cause, or in violation of written personnel policy; allows for discharge for any or no reason during a probationary period, or up to six months if no such period is specified; allows for awards of wages and benefits for up to four years, with interim earnings less search and relocation cost deducted; allows for punitive damages if fraud or malice can be established by clear and convincing evidence; requires action within one year of discharge; excludes from said provisions discharges for unlawful discrimination or under collective bargaining agreement.

This bill requires the development of regulations to safeguard public employees from heat-related illnesses, emphasizing outdoor workers. It charges the Department of Labor Standards with setting and enforcing heat exposure thresholds that necessitate protective measures once exceeded. Public employers must create, implement, and maintain a written heat-related illness prevention plan, which must be accessible to employees and their representatives. This plan should cover procedures for monitoring heat exposure, providing potable water, facilitating paid rest breaks, ensuring access to shade, and establishing emergency responses for heat-related health issues. Additionally, it mandates acclimatization strategies, administrative controls, comprehensive annual training, and detailed record-keeping. Moreover, public employers are required to provide supervisors with specialized training on heat stress management and emergency protocols. The bill protects employees from discrimination or retaliation for reporting heat-related concerns. The legislation stipulates that these measures must be adopted and enforced by January 1, 2027, with a six-month window for public employers to comply after the standard is implemented. The Attorney General is assigned the role of overseeing the enforcement of these regulations.

This legislative bill proposes an amendment to Chapter 151B of the General Laws, aiming to safeguard employees by prohibiting employers from utilizing an employee's immigration status as leverage to conceal violations concerning state wage, benefit, and tax laws. It empowers the Attorney General's Fair Labor Division to enforce penalties on employers guilty of such misconduct. The penalty structure begins with fines up to \$2,500 for initial violations and increases to a maximum of \$10,000 for any subsequent offenses. The Division will take into account the employer's track record and the severity of the violation when deciding on the penalty amount, ensuring due process by notifying alleged violators and allowing them the opportunity to request a hearing. This bill specifies procedures for dealing with violations of state wage, benefit, or tax laws, distinctly handling issues related to unemployment and disability benefits separately. Funds collected from these penalties will be allocated to cover enforcement and administrative expenses. Additionally, the Attorney General's Office is required to produce an annual report detailing such violations and submit it to the legislature by December 31st each year.

Amends GL 151B:4 (Unlawful Discrimination) to permit an employer to only test a prospective employee for marijuana use after a conditional offer of employment has been extended, unless otherwise required by law; prohibits an employer from directly or indirectly soliciting or requiring an employee or prospective employee to submit to testing for the presence of marijuana in his or her system as a condition of employment; provides that a qualifying patient's failure to pass an employer-administered drug test for marijuana components or metabolites may not be used as a basis for employment-related decisions unless reasonable suspicion exists that the qualified patient was impaired by marijuana at the qualifying patient's place of employment or during the hours of employment; defines qualifying patient.

This legislative bill mandates that all employers, employment agencies, and labor organizations in Massachusetts foster a workplace environment free from unlawful harassment, including sexual harassment. It requires every employer to implement a comprehensive anti-harassment policy that explicitly states such behavior is unacceptable, outlines the complaint filing process, specifies potential consequences for offenders, and provides contact information for relevant enforcement agencies. Employers must distribute this policy in writing to every employee by January 1, 2027, and upon any change in position or new hire. The bill also mandates that employers and labor organizations conduct training for employees to prevent unlawful harassment. This training must occur within six months of hiring or promotion and adhere to specific standards, including interactive elements, annual repetition, and a minimum length of one hour. Training must address legal compliance, provide examples of harassment and retaliation, detail available remedies, and discuss bystander intervention. Employers are obligated to keep records of training completion and employee inquiries for a minimum of five years. Importantly, adherence to these notice and training requirements does not exempt employers from liability for harassment incidents. Lastly, the Attorney General is empowered to formulate necessary rules and guidelines to ensure the bill's effective enforcement.

The bill requires public and private health insurance plans to cover all mental disorders, including autism spectrum disorder, replacing the named list of diagnoses in current law. Additionally, the bill requires health and disability insurers to provide nondiscriminatory coverage of mental health benefits. The bill also requires MassHealth to pay full compensation for behavioral health services at negotiated rates when appropriate alternative placements are unavailable, contingent upon the hospitals' demonstration of good faith efforts to find such alternatives.

Amends GL 112 (Public health) to provide that Massachusetts shall join the Interstate Medical Licensure Compact, established in order to develop a comprehensive process that complements the existing licensing and regulatory authority of state medical boards, provides a streamlined process that allows physicians to become licensed in multiple states, thereby enhancing the portability of a medical license and ensuring the safety of patients.

The proposed bill introduces a pilot program in Massachusetts aimed at addressing the needs of individuals with Long COVID by mandating the creation and implementation of a patient navigation system. This system will align with the National Academies of Sciences, Engineering, and Medicine's definition of Long COVID, focusing on improving access to timely medical care and offering a comprehensive range of support mechanisms. The program is designed to integrate seamlessly into existing healthcare teams to promote effective care and equity for Long COVID patients statewide. It will employ standardized guidelines to train patient navigators, ensuring high-quality service delivery. Key elements of the pilot program include gathering and disseminating data, performing assessments of patients' social and medical needs, enhancing communication among healthcare providers, optimizing insurance processes, and guiding patients toward appropriate social and emotional support resources. Furthermore, a consumer advisory board—comprising mainly Long COVID patients and healthcare providers—may be established to ensure the program addresses the diverse requirements of participants. The program also explores avenues for reimbursing patient navigation services. A comprehensive report detailing the program's scope, participation levels, geographical coverage, and recommendations for further expansion will be submitted to legislative bodies one year after the program's launch.

he bans any requirements for proof of COVID-19 vaccination, mRNA vaccines, or gene-altering procedures by the Commonwealth and its related entities. This prohibition includes mandates as a prerequisite for entering the state, accessing public buildings, or enrolling and attending educational institutions, from elementary schools to universities. Additionally, the bill prevents the state from requiring private businesses to demand such proof for entry or employment. The bill also prohibits places of public accommodation, resorts, or amusement venues from imposing vaccination proof requirements for entry.

This bill amends state law concerning lead contamination in housing. The bill phases in a requirement that owners of any rental property must abate any dangerous levels of lead found in paint, plaster or other accessible structural material. Current law only applies to housing where children under age six are present. Under the bill, this requirement first applies starting On July 1, 2026, in designated high-risk communities, defined in the bill as areas with higher lead poisoning cases after adjusting for low to moderate income and housing stock built before 1978. This requirement broadens to encompass all rental properties by July 1, 2030. The bill also removes an exemption from the lead abatement obligation for boarding houses, hotels, inns, lodging houses, dormitories and other similar dwelling places. The bill also prohibits landlords from filing claims or threatening to bring claims against parents or guardians of lead-exposed children for lack of supervision or other negligence, with any such claims considered violations of the state consumer protection law. In addition, the bill expands membership in the lead poisoning prevention program advisory committee, adding additional parents, fair housing, and environmental justice representatives.

Amends provisions of GL 22:13A relative to Architectural Access Board and its standards for making public buildings accessible to, functional for, and safe for use by persons with disabilities, by establishing the following: In any building constructed before March 13, 1991, standards and procedures for dwelling units are to apply only to units within any non-residential building undergoing a gut rehabilitation as part of a change in use into a multiple dwelling facility, or any residential building which is vacant undergoing a gut rehabilitation; Otherwise, 5% of the units in lodging or residential facilities for hire, rent or lease, containing 20 or more units, are to meet these requirements, with certain exceptions; Includes a large number of sections that expands references to "building" to include "facility;" Expands the definition of "public building" to include "places of public accommodation" as defined in GL 272:92A and 42 U.S.C. section 12181(7).

This legislative bill requires the installation of window guards in homes where children under six years old live on the third floor or higher to prevent accidental falls. These window guards must be removable only if they serve as an emergency escape route, and landlords must supply them at no extra charge to tenants. Discrimination against tenants who need window guards is prohibited and punishable by fines. The bill also establishes a Window Falls Prevention Program within the Department of Public Health, focused on educating the public about the dangers of window falls for young children and the role of window guards in preventing such incidents. This program will engage in community outreach and provide resources and technical assistance to help reduce the risk of these accidents. Furthermore, the bill prohibits any actions that interfere with the installation of window guards, authorizing the Department to investigate violations and impose civil penalties for non-compliance that is not addressed swiftly.

Requires the state 911 Department to create, in consultation with organizations representing the mobility, hearing, speech and sight impaired communities, and publish on its website a statewide disability indicator form which a person may complete and submit to the department to notify primary and regional 911 call sites of certain disabilities; provides that disability indicator form shall be available to subscribers of a wireless carrier, a wireline carrier or a prepaid wireless telephone service.

This substantial legislation, comprising 20 sections, proposes multiple amendments to various chapters of the General Laws that in general are intended to provide greater transparency in policing, and substantially increased collection of demographic data in the criminal justice system overall. In particular, the bill: Establishes news standards for "noncustodial questioning," requiring police officers, inter alia, (i) identify themselves, (ii) provide an explanation of the stop, and (iii) offer a business card to the person at the conclusion of the stop, with limited exceptions; Establishes a permanent task force to investigate demographic statistics of state, county, municipal, and public departments; Mandates diversity in committee-certified academies' staff; Adds implicit bias and inclusion training to law enforcement officer requirements; Requires state, county, municipal, and public departments to have staff reflecting the demographic composition of the Commonwealth; Requires law enforcement agencies to provide various data on publicly accessible websites; Imposes civil liability on anyone for intentionally summoning a law enforcement officer without a valid reason and based on discriminatory beliefs; Introduces proportional placement of non-veteran community members on eligible lists for each veteran placed; Requires police officers and firefighters to complete 10 hours of community service per month within the community; Requires schools to provide student discipline data on publicly accessible websites; Requires the RMV to collect and report data on traffic stops, including racial and gender information; Requires the DOC to provide demographic information on prisoner attendance and correctional officer grievances on publicly accessible websites; Mandates the use of body-worn cameras by officers responding to emergencies, incidents, or altercations within correctional facilities; Expands the authority of the judiciary to collect and review demographic data related to criminal proceedings; Develops a uniform protocol for law enforcement officers to record the race and sex of each officer issuing citations.

Establishes a position of LGBTQI+ coordinator at each correctional facility and enacts a number of protections for LGBTQI+ prisoners relative to their identity; requires greater disclosure of data collected under the federal Prison Rape Elimination Act of 2003; prohibits consensual sex (specifically excluding between a guard and prisoner, which can not be consensual) or displays of affection as a grounds for restrictive housing; requires prisoners have access to HIV medication at no cost.

This bill updates the composition and appointment process for the Massachusetts Peace Officer Standards and Training Commission to ensure broad representation from different sectors related to law enforcement and social justice. The commission will consist of 11 members appointed by various authorities. The governor will appoint three members: a police chief, a retired superior court justice, and a social worker nominated by the National Association of Social Workers, Massachusetts chapter. The attorney general will appoint three members: a law enforcement officer who is a labor union representative, another officer from the Massachusetts Association of Minority Law Enforcement Officers, and an attorney nominated by the Massachusetts Bar Association's civil rights and social justice section council. Additionally, three members will be appointed jointly by the governor and attorney general, with one from a list submitted by the Massachusetts Commission Against Discrimination. The Massachusetts District Attorney's Association will appoint two members, including a sworn member of the Department of State Police, nominated by the State Police Association of Massachusetts, and a Juvenile Diversion Program professional approved by the association's board. This diversified appointment process is designed to draw on the expertise of individuals from various law enforcement and social justice backgrounds.

The proposed bill aims to fortify public trust and elevate policing standards in Massachusetts by introducing an ethical oath for peace officers. This oath, obligatory for all certified officers—including agency heads, special state police, special sheriff's deputies, among others—must be taken at the time of their certification and recertification. Drawing inspiration from ethical principles like beneficence, non-maleficence, and public accountability, the oath requires officers to commit to enhancing community well-being, employing de-escalation tactics, safeguarding civil liberties, delivering emergency medical aid, upholding integrity and transparency, participating in continuous education, and reporting professional misconduct. The Massachusetts Peace Officer Standards and Training Commission is responsible for crafting the precise wording of the oath to match elevated ethical benchmarks. Taking the oath forms a crucial part of officer training and evaluation, with failure to comply potentially resulting in disciplinary measures. Furthermore, the Commission, alongside the Executive Office of Public Safety, must submit an annual report on the oath's implementation and its effects. This bill is slated to become effective 90 days post-enactment, allowing sufficient time for the oath's formulation and integration.

Amends GL 101:16A regarding the sale of frozen desserts on or from motor vehicles and the necessity of flashing lights on such vehicles; imposes a fifty dollar fine for failure to have flashing amber dome lights and front and rear warning lights; requires inspection of the lights during annual motor vehicle maintenance; requires a failed motor vehicle inspection for vehicles that without such lights.

Directs the Massachusetts pension reserves investment management (PRIM) board to require investments in the private real estate, private equity, and private infrastructure asset classes, including partnerships, joint ventures, co-investment vehicles, commingled investments, and direct investments, to condition such financing on following the listed requirements pertaining to selection of construction contractors; limits such conditions to PRIM investments resulting in equity interests greater than fifty percent; requires selection of responsible contractors; bans debarred contractors; requires good faith efforts to achieve agreements with labor organizations; prohibits investments with the potential to eliminate public sector jobs; encourages, but does not mandate, adherence to standards for investments resulting in less than a fifty percent equity stake; regulates the selection of external managers and portfolio companies.

This bill proposes an amendment to Chapter 63 of the General Laws by introducing a section that grants a preferential tax rate for corporations identified as benefit corporations under Chapter 156E. The preferential rate is calculated as the existing Commonwealth corporate tax rate reduced by 1.5 percentage points. To qualify for this rate, benefit corporations must provide at least four out of six specified employee benefits: a living wage consistent with the MIT Living Wage Calculator, 12 weeks of paid parental leave, access to flexible spending accounts, a compensation ratio for the CEO relative to the lowest-paid employee not exceeding 25:1, governance as an employee cooperative, and profit-sharing that involves allocating a minimum of 10% of profits to employees. To access the preferential tax rate, corporations must be certified by the Department of Revenue and maintain the qualifying benefits for at least 12 months before and during the year they claim it. The bill assigns the responsibility of setting up the certification process to the commissioner and requires the state secretary, alongside the commissioner, to develop an eligibility application process for the tax benefit

Adds a new section to GL Chapter 10 establishing the Massachusetts Against Discrimination Fund to be used by the commission against discrimination to offset costs associated with its investigation, prosecution and adjudication of claims of unlawful discrimination, and to assist with its training of public and private entities and individuals to prevent and remediate unlawful discrimination; establishes sources of revenue for said Fund, including a voluntary contribution of all or part of any refund to which a taxpayer is entitled.

The bill supports family caregivers, including a voucher program allowing claims of up to \$1,500 for respite service expenses, subject to income qualifications. Additionally, a refundable tax credit of up to \$1,500 is available for costs incurred in home modifications, equipment purchases, and caregiving services, also contingent upon income eligibility. The bill also allows spouses to be compensated as caregivers under MassHealth, contingent federal approval. The bill also extends anti-discrimination protections to include individuals based on their status as family caregivers, ensuring they are not subject to discrimination in various contexts, and creates an advisory council on family caregiving, which will provide guidance to the state's executive office and legislature on caregiving policies.

Repeals GL 6:12V, which sets apart the second Monday in October as Columbus Day, and directs the Governor to designate that date instead as Indigenous Peoples Day; further directs the Governor to recommend that it be observed by the people, with appropriate exercises in the schools and otherwise, to acknowledge the history of genocide and discrimination against Indigenous peoples, and to recognize and celebrate the thriving cultures and continued resistance and resilience of Indigenous peoples and their tribal nations.

Amends various provisions of the open meeting law to support remote participation; requires that at least one third of members be physically present for all public bodies except local disability commissions; sets out requirements for notice of meetings, option for remote participation, recording, posting of minutes and recordings; requires members of public bodies to certify receipt of public meeting law and instructional materials from attorney general; sets out penalties for violations; provides for effective date of 4/1/2025.

This legislative bill proposes a reorganization of several state departments within the Massachusetts government. It specifically amends Chapter 6A to update the structure of the executive office of health and human services. This update incorporates a range of departments and offices, such as the Department of Elder Affairs and the Office of Disabilities and Community Services. Additionally, the bill introduces new entities, including a managed care oversight board, a health facilities appeals board, and an office of health equity. The bill also defines the structure of the executive office of public safety and security, which now encompasses the Department of Fire Services, the Office of Grants and Research, and the Massachusetts Emergency Management Agency, among others. Finally, the bill makes several adjustments to Chapter 27, reallocating certain responsibilities from the domain of public safety to health and human services.

Requires all state contracting officers with the authority to enter into contracts on behalf of a state agency to ensure that offerors seeking to contract with the state have not been subject to administrative, arbitral, or civil judgments against them for violation of any workplace laws, including health and safety standards, wage laws, and civil rights laws; requires each offeror to ensure that subcontractors are similarly qualified; requires state contracting officers to consider such information in awarding a contract, and require updated information about workplace law violations every 6 months.

Adds new GL chapter 6F, requiring any public-facing agency (defined as a Massachusetts executive office, department, or division that provides assistance, services or information to the public) to provide timely, culturally competent oral language services to all LEP persons or auxiliary aids and services to deaf or hard of hearing persons who seek to access state services, programs, or activities or those of outside service providers; specifies requirements for written communications, websites, personnel, staffing, training and reporting requirements of such public-facing agencies; requires such agencies to develop language access plans, community needs assessments and internal agency assessments; establishes a language access advisory board specifying its composition and duties; establishes a private right of action for enforcement; codifies Governor's office of access and opportunity; sets out schedule for agency implementation.

Directs the Governor to annually issue a proclamation setting apart the sixteenth day of June as Domestic Workers' Rights Day.

This bill seeks to amend the General Laws by instituting procedural and financial changes. First, it proposes extending the deadline from June 2 to July 31 for certain reporting or activities mandated under subsection 3 of section 66 of chapter 9. This extension aims to provide additional time to meet these requirements. Second, it modifies subsection 6(b) of section 66 of chapter 3 to allow the specified account to accrue interest, with any earned interest being credited back to the account itself. These amendments are designed to enhance flexibility and financial management and would be implemented immediately upon the bill's enactment.

This legislation introduces workforce and regulatory measures to support the transition to net zero emissions while intending to ensure the safety, reliability, and fair labor standards in the gas and electricity sectors. In particular: Requires training, certification, and staffing benchmarks to maintain pipeline safety and reliability during the transition to net zero emissions. Mandates a detailed transition plan, workforce strategy through 2050, sufficient staffing levels, training for natural gas and renewable energy, and mitigation strategies for workforce impacts, including union agreements and reporting requirements. Requires gas companies to develop plans to maintain a skilled workforce for pipeline maintenance, detailing use of in-house and external contractors, oversight measures, and training investments. Requires biennial updates on workforce planning, including projections for attrition and contractor use, with state oversight to ensure alignment with net zero goals. Establishes a new office to support displaced energy sector workers, ensuring access to clean energy jobs and training. Requires companies seeking state contracts or funding for clean energy projects to demonstrate workforce development, diversity, and labor law compliance. Projects on public lands must have labor peace agreements. Mandates prevailing wage requirements for public utility and clean energy construction work, with penalties for violations, including treble damages and legal costs. Expands the MCETC board from 15 to 19 members, adding AFL-CIO representatives. Strengthens MCETC's role in apprenticeship programs, public works compliance, and workforce development for fossil fuel workers.

This bill establishes the Healthy and Sustainable Schools Office within the Massachusetts Department of Energy Resources to enhance energy efficiency and install renewable energy systems in public and municipally-owned schools and higher education institutions. This may include building envelope improvements; heating, ventilating, and cooling upgrades; lighting retrofits; motor, pump, or fan replacements; domestic water use reductions; and upgrading other energy consuming equipment or appliances. Priority will go to schools in environmental justice communities. The bill mandates extensive public engagement, requiring stakeholder input from school boards, labor unions, and community members. A revolving fund is established to finance the activities under the bill.

Restructures the Division of Energy Resources (DER) into five divisions focused on energy efficiency, renewable energy, clean energy siting, procurement, and Green Communities; updates DER's responsibilities to include resource solicitation planning, procurement, and contracting with clean energy providers. In addition: Removes provisions on small clean energy infrastructure permit applications and establishes a framework for promoting clean energy, requiring DER to conduct competitive solicitations and maintain a Central Procurement Fund; Mandates a statewide energy storage incentive program to support grid stability and cost-effectiveness; Requires DER to use solar incentives to deploy at least 10 GW of solar power by 2035 to meet net-zero emissions goals by 2050; Sets deadlines for DPU to review capital investment proposals; Creates a Clean Energy Ombudsperson to improve distributed generation interconnection; Requires DPU to establish penalties for rule violations and develop processes for more efficient interconnection and planning.

This legislative bill focuses on safeguarding access to library materials and reinforcing the professional autonomy of librarians in Massachusetts. It identifies the detrimental impact of book banning or restriction attempts on public welfare and academic development, advocating for library resources to remain free from exclusion based on personal, political, or doctrinal views. The bill bolsters students' rights to access educational content deemed suitable by licensed school library teachers or relevant school officials, emphasizing decisions based on professional judgment rather than outside influence. Key provisions of the bill include a mandate for school committees to establish policies for selecting library materials, adhering to the standards of the American Library Association. These policies must protect materials from being withdrawn pending a committee review when challenged, and support librarians from any punitive measures for selecting materials with integrity. Any decisions to remove school library materials must be substantiated by clear evidence, with pathways available for students and parents to contest removal decisions. Moreover, the bill introduces efforts to modernize gendered language and prevent discrimination in library resources based on personal views. Additionally, the bill assigns the Board of Library Commissioners the responsibility of assisting in policy development and compiling annual reports on book challenges across the state. These reports will detail the nature and outcomes of such challenges and may propose initiatives to enhance library access.

Requires the Commissioner of DCAMM, within 90 days of enactment, to prepare a report and preliminary specifications, developed and prepared in consultation with the African-American Museum and Cultural Center of Western Massachusetts and the city of Springfield, for the creation of a museum to highlight the role of the Underground Railroad, Civil Rights Movement in America and the role of African Americans in development of the Western Massachusetts region.

Adds a new section to GL c.161B (Transportation Facilities, Highway Systems and Urban Development Plans) an enumerated bill of rights for riders of a paratransit program, defined as an Americans with Disabilities paratransit program or service established pursuant to 42 U.S.C. sections 12101 to 12213. The rights include such things as: The right to safe, reliable, timely and efficient paratransit transportation; The right to professional, courteous, and properly trained drivers and other personnel; The right to complete, timely, and accurate information about schedules, fares, routes, and procedures; and so forth.

This bill creates the Massachusetts Veterans Service Dog Fund to finance a dedicated program providing service dogs to veterans with disabilities. The fund, which is supported by appropriations, donations, and earned interest, is to be used exclusively by the executive office of veterans' services for the service dog program, with unspent monies remaining in the fund rather than reverting to the General Fund. In addition, the bill amends chapter 115 to define key terms and clearly establishes the duties of the executive office of veterans' services. These responsibilities include assessing the needs of veterans, partnering with accredited service dog organizations, matching trained dogs with eligible veterans, and offering training resources to ensure a smooth transition. The bill further mandates that qualifying Massachusetts veterans—those with a documented disability and a healthcare recommendation—receive a service dog within one year. An annual report on program implementation and impact is also required, and licensing fees for service dogs are waived.

Outlines numerous additional protections regarding access to abortion and gender-affirming care in the Commonwealth, specifically, the bill: Exempts the name, home address, and contact information of those who provide or otherwise facilitate access to reproductive or gender-affirming health care services from public records laws; Prohibits any state or local authority from cooperating with any federal or out of state investigation or inquiry into legally protected health care activities under the laws of the Commonwealth, unless required by federal law; Outlines additionally data privacy requirements for businesses in the Commonwealth that handle data relating to reproductive or gender-affirming health care services; Allows for controlled substances dispensed for reproductive or gender-affirming care to, at the request of the provider, display the name of prescribing health care practice, instead of the name of the individual prescribing practitioner; Requires all acute care hospitals to establish procedures for the provision of emergency services and any necessary stabilizing treatments to any patient experiencing an emergency medical condition; Defines "emergency medical condition" to include a variety of pregnancy-related complications, and requires that abortion be provided when necessary to stabilize the patient. Amends numerous MGLs governing child custody to clarify that parents or guardians cannot be penalized for allowing children to access gender-affirming care, regardless of decisions in other states

Directs the executive director of the Board of Regulations in Nursing to administer the nurse licensure compact; authorizes the board to impose a penalty up to \$2,000 on licensed nurses who violate regulations related the practice and registration of nursing. Adds a new GL Chapter 112A, a Nurse Licensure Compact, as adopted by the National Council of State Boards of Nursing in its final version (dated May 4, 2015) and representing the National Council's best efforts at creating a standardized interstate compact. The Massachusetts board of registration in nursing will be required to adopt regulations in the same manner as all other with states legally joining in the Compact. The Compact acknowledges that the expanded mobility of nurses and the use of advanced communication technologies as part of our nation's health care delivery system require greater coordination and cooperation among states in the areas of nurse licensure and regulation; the current system of duplicative licensure for nurses practicing in multiple states is cumbersome and redundant for both nurses and states; and uniformity of nurse licensure requirements throughout the states promotes public safety and public health benefits. The Compact goes on to set forth a detailed plan of interstate licensing of nurses.

Adds a new Section 11 to GL Chapter 151B (Prohibition against discrimination) to prohibit a settlement agreement or a provision within a settlement agreement that prevents the disclosure of information related to certain enumerated legal claims filed in a civil action or a complaint filed in an administrative action.

Amends GL 112 (Public health) to provide that Massachusetts shall join the Interstate Medical Licensure Compact, established in order to develop a comprehensive process that complements the existing licensing and regulatory authority of state medical boards, provides a streamlined process that allows physicians to become licensed in multiple states, thereby enhancing the portability of a medical license and ensuring the safety of patients.

Amends GL 151B:4 relative to unlawful discrimination to prohibit hospitals, medical providers, or other public or private entities from withholding or de-prioritizing life-saving care or other treatment due to an individual's perceived quality of life stemming from a disability or chronic condition or due to any metric where disability or chronic condition is used to calculate the value of a life; prohibits hospitals or medical providers from conditioning the provision of care on a patient having a "do not resuscitate" order or similar directive; directs EOHHS to develop regulations enforcing this act within 60 days of passage.

Adds new GL chapter 6F, requiring any public-facing agency (defined as a Massachusetts executive office, department, or division that provides assistance, services or information to the public) to provide timely, culturally competent oral language services to all LEP persons or auxiliary aids and services to deaf or hard of hearing persons who seek to access state services, programs, or activities or those of outside service providers; specifies requirements for written communications, websites, personnel, staffing, training and reporting requirements of such public-facing agencies; requires such agencies to develop language access plans, community needs assessments and internal agency assessments; establishes a language access advisory board and specifies its composition and duties; establishes a private right of action for enforcement; codifies Governor's office of access and opportunity; sets out schedule for agency implementation.

This legislative bill in Massachusetts introduces a range of measures designed to provide enhanced support and resources for individuals dealing with economic and social challenges. Key provisions include the free distribution of disposable menstrual products in temporary housing, educational settings, and correctional facilities to ensure dignity and accessibility. Financially, the bill proposes increased support for individuals and families, with benefits adjusted according to federal poverty levels and additional allowances for essential needs such as clothing and rent. Further reforms target public assistance, mandating that child support payments be allocated directly to families to minimize the impact on their calculated income. The bill also introduces initiatives like the Massachusetts Baby Bonds Trust Fund and Matched Savings Trust Fund, encouraging long-term financial security and asset growth for economically disadvantaged individuals. To promote inclusion, the bill requires state agencies to create language access plans to provide effective services to Limited English Proficient (LEP) and deaf or hard of hearing individuals, enhancing communication through multiple languages. Record-sealing processes are reformed by automating the sealing of eligible criminal and juvenile records, removing the need for petitions and strengthening privacy protections for those with past offenses. Lastly, the bill proposes community-driven grants to tackle poverty, employing strategies that offer substantial support for vulnerable communities and addressing the intersectionality of socio-economic issues.

Adds a new chapter 93M to the General Laws, entitled Massachusetts Consumer Privacy Act. Under this omnibus legislation, consumers are granted rights to access, correct, delete, and opt out of data processing activities, including targeted advertising and data sales. In particular: Consumers may appoint authorized agents for opt-out requests. Controllers or holder of data must limit data collection, obtain consent for sensitive data processing, and ensure security and non-discrimination. Special protections apply to minors, restricting data collection, sales, and targeted advertising. Processors of data must follow controllers' instructions and adhere to legal obligations. Data protection assessments are required for high-risk processing activities. Controllers handling de-identified and pseudonymous data must prevent re-identification. Enforcement is exclusive to the Attorney General, with violations classified as unfair trade practice under 93A.

Adds a new (and unnamed) Chapter 149B to the General Laws, regulating employers' use of electronic monitoring and automated decision systems to protect employee privacy and rights. In particular: Employers can only use monitoring tools for legitimate purposes (e.g., job performance, security) and must provide notice, obtain consent, store data securely, and avoid prohibited practices like off-duty surveillance or personal device tracking. Employers must conduct impact assessments to evaluate ADS fairness and potential bias before use. Employees and candidates must be notified at least 10 business days in advance, with rights to reevaluation and complaint filing. Employers must ensure human oversight in employment decisions (e.g., hiring, promotions) and cannot use ADS in ways that violate laws, harm safety, or predict personal traits. Employees are protected from adverse actions if they refuse to follow harmful or illegal AI outputs, exercise independent judgment, or report concerns. Employers cannot penalize employees for seeking rights, filing complaints, or participating in employment-related legal actions. State agencies cannot use ADS for public assistance, civil liberties, or safety-related decisions unless explicitly authorized. Agencies must conduct impact assessments before using ADS, analyzing fairness, bias, cybersecurity, and privacy risks. No state agency may procure or use ADS unless specifically

Inserts new Chapter 93M into the General Laws, to be known as the Massachusetts Data Privacy Protection Act "the new chapter would set out a variety of restrictions on the collection, storage, use, or transfer of personal data by businesses or certain other organizations, including by: Establishing a "duty of loyalty," restricting entities from collecting, processing, or transferring personal data beyond what is reasonably necessary to provide a variety of services; Outlining more extensive protections for particularly sensitive data, including biometric or genetic information, social security numbers, financial information, or private communications; Prohibiting the transfer of said sensitive data without an individual's consent, except to comply with certain legal obligations; Providing for a right to access, correct, or delete an individual's personal data held by businesses or other organizations, pending a verified request; Outlining procedures for businesses or other organizations to make disclosures to individuals regarding the intended use of their personal data, and to seek consent; Prohibiting retaliation for exercising any rights relating to management of an individual's personal data; Restricting the collection, processing, or transferring of data in such a way that discriminates, or creates a disparate impact regarding race, gender, religion, or other protected categories; Requiring businesses or other organizations to make available their data privacy policies, as well as a means of withdrawing consent regarding the processing or transfer of an individual's data; Setting out enforcement mechanisms, including by authorizing the Attorney General to bring a civil action relating to mismanagement of personal data; and, Providing for the registration and oversight of "data brokers" by the Office of Consumer Affairs and Business Regulation.

Amends GL 176O:12 (Utilization Review in the chapter on Health Care Consumer Protections) to regulate the use of artificial intelligence (AI) in utilization review by various kinds of health insurers. In particular: AI-based decisions must be based on an insured's medical history, clinical circumstances, and records, not solely on group data. AI tools must adhere to state and federal laws, be subject to audits, and maintain transparency in policies. AI cannot replace the judgment of various healthcare providers or delay or deny care based on medical necessity, which must be determined by a licensed physician or health professional. AI use must be equitable, non-discriminatory, and must not harm insured individuals. AI tools must be regularly reviewed for accuracy, and patient data must be used only for intended purposes. These rules apply to MassHealth managed plans only if federal approvals and funding are secured.

Amends GL 151B:4 relative to unlawful discriminatory practices in the MCAD authorizing statute by establishing that it is an unlawful practice for an employer to refuse to hire or to fire a person from employment unless reasonable suspicion exists that the employee was impaired by marijuana at the employee's place of employment or during the hours of employment. Also establishes a defense to such employment action on the part of the employer if the employee is unable to maintain licenses, credentials, or other qualifications that are reasonably necessary for the performance of the employee's position because of marijuana use, or if the position is "safety sensitive" or if compliance would cause the employer to commit a violation of a federal law, regulation, contract, or funding agreement. "Safety sensitive position" is defined as a position with duties that, if performed while under the influence of drugs or alcohol, could lead to a lapse of attention that could cause actual, immediate, and permanent physical injury or loss of life to self or others.

Adds a new Section 9 to GL Chapter 25C (Department of Telecommunications and Cable) to require places of public accommodation with televisions playing in public areas to keep closed captioning activated upon request.

The bill necessitates the installation of universal changing stations in state-owned and operated public venues and places of public accommodation undergoing new construction, reconstruction, or remodeling starting January 1, 2027. Universal changing stations are defined as adult-sized changing tables capable of supporting at least 350 pounds and must be placed in enclosed, accessible restrooms to assist individuals of any age or sex who need help with diapering. The bill specifies the need for each station to be clearly marked and to include an adjustable changing surface adhering to particular dimensions. To ensure compliance, the bill mandates that the appropriate governing board develop regulations aligning with the 2024 International Building Code and other standards relevant to adult changing stations. These regulations cover requirements for signage, safety features like sidebar rails and safety belts, while also ensuring adherence to the Americans with Disabilities Act (ADA). Should it be impractical to install a wall-mounted, adjustable-height table, the legislation allows for alternate solutions such as freestanding, mobile tables. Exemptions are permissible if meeting the requirements would contravene ADA standards or if the construction or renovation costs, without including the changing table, are \$10,000 or less.

Establishes a protection and advocacy system for the purpose of investigating abuse, neglect, and financial exploitation of persons with disabilities occurring in the Commonwealth and advocating for the civil and human rights of such persons; provides that system shall be an independent private nonprofit corporation which has been designated as the protection and advocacy system for the commonwealth under the federal law.

Amends multiple GLs to replace archaic terms such as "handicapped" or "mentally retarded," with the phrase "persons with disabilities" or other similar language.

The proposed bill requires the development and implementation of a standardized maltreatment coding system for categorizing abuse and neglect cases. This system is intended for use during the initial investigation phase by the appropriate department. The coding system will encompass categories such as parental abuse, imminent risk of serious harm, labor trafficking, emotional abuse, neglect, physical abuse, sexual abuse, and exploitation. Furthermore, it will include specific codes for abuses related to sexual orientation, gender identity, expression, and racial discrimination, focusing particularly on youth not under the care of their family of origin. The system is mandated to be operational at the beginning of a case and integrated with current software to enhance the assessment and evaluation of ongoing cases. Additionally, the bill requires that the categories in the coding system be reviewed and updated by the department at least biennially to maintain their relevance and efficacy.

Establishes a permanent commission on the status of children and youth consisting of 20 members from diverse racial, ethnic, religious, sexual orientation, and socio-economic backgrounds to study all matters concerning children and youth; enumerates the powers and responsibilities of the commission, as well as ways for the commission to work towards protecting children and youth; further establishes an advisory council to the commission consisting of at least 23 members, including 3 co-chairs. No specific duties or responsibilities are outlined regarding the advisory council.

Requires public buildings to include at least one diaper changing station; regulates signage and application of the requirement.

Rewrites GL 6:172N governing professional licensure and criminal convictions to expand professional opportunities for those with a prior conviction; prohibits licensing authorities from automatically barring an individual from a professional license based on a criminal record, instead requiring consideration of an applicant's specific circumstances; limits consideration by licensing authorities of various less serious offenses, or offenses which occurred while the applicant was a minor; allows licensing authorities to deny applications when an applicant's criminal record directly relates to the duties and responsibilities of the profession, or in the interest of protecting the public; establishes processes whereby applicants can petition the licensing authority to determine whether their criminal record is disqualifying, and can appeal a decision of the licensing authority; requires licensing authorities to file annual reports with the division of professional licensure on their rejection of applications due to an applicant's criminal record; establishes a commission on background record requirements for professional licensure responsible for advising licensing authorities; amends various sections of GL Chapter 112 (Professional licensure) to implement these changes.

Adds two new members to the Board of Registration of Real Estate Brokers and Salesmen, increasing the number to seven: (1) one who has been actively engaged in the real estate business as a full-time occupation for at least seven years, and (2) an expert in fair housing and civil rights or a tenant from a duly recognized tenants' organization in the commonwealth receiving public assistance from a local, state or federal rental voucher program; requires the Board to publish, not less than quarterly, an account of newly licensed members; allows Board to conduct an investigation of a member after a finding of discrimination by the MCAD or any other agency that administers fair housing laws and is certified by the federal Assistant Secretary for Fair Housing and Equal Opportunity; increases period of suspension from 90 to 180 days; increases minimum education requirements for license renewal from 6 hours to 10 hours and requires at least three hours of education on alternative dispute resolution methods and at least four hours on fair housing law or diversity and inclusion in real estate.

The bill concerns the framework and support for community health workers. The bill requires all health insurance plans to cover community health worker services. The bill also amends the definition of "Core competencies" for community health workers to add that navigation and connection to resources for health needs, including behavioral health and substance use disorder services, should be part of their competencies. Furthermore, the bill creates a Community Health Worker Workforce Development Taskforce. This taskforce will examine the community health worker landscape, with a focus on demographics, distribution, certification status, roles, and sustainability of reimbursement. Their report is to include findings and recommendations on public access to community health worker data, overcoming certification obstacles, and establishing a reimbursement structure that provides a living wage.

This bill enacts the Interstate Dental and Dental Hygiene Licensure Compact, an agreement allowing the transfer of dental and dental hygiene licenses among member states while preserving each state's authority to regulate practices within its boundaries. It establishes uniform licensure standards, facilitates the sharing of information, and permits member states to enforce disciplinary measures on licensees within their jurisdictions. Special provisions ease license transfers for military personnel and their spouses without requiring Compact-related fees, and the bill simplifies the licensure process by minimizing duplicate documentation. Under the bill, the Interstate Dental and Dental Hygiene Compact Commission, comprising representatives from member states, manages and enforces the Compact. This Commission's responsibilities include developing bylaws and regulations, overseeing budget management, and ensuring compliance with the Compact's provisions. Additionally, the Commission will draft uniform application processes, maintain a primary document repository, and issue advisory opinions. The Compact provides for the handling of criminal background checks for licensure applicants, including the retention of fingerprint data for ongoing suitability assessments.

Introduces a new Chapter 93M into the General Laws, entitled the Massachusetts Information Privacy and Security Act. In particular: The Act applies to businesses in the Commonwealth or those targeting individuals or monitoring behavior within the state, as well as entities that voluntarily comply. The Act prioritizes individuals' privacy, requiring businesses to provide clear privacy notices and obtain consent for the processing of sensitive data. Individuals can request access, deletion, or correction of their personal information, and can opt-out of data sales or targeted advertising. Parents or guardians can exercise these rights on behalf of minors. "Controllers" of information must implement procedures to ensure lawful processing of personal data and provide users with clear methods to exercise their rights. Non-compliance could result in civil penalties. The Attorney General has enforcement power over the act, with penalties collected in a designated fund. The Act allows for enforcement via civil actions in certain cases. Some entities are exempt from certain sections, while others can certify compliance to the Attorney General. Controllers must assess and address privacy risks and harms associated with their services. The Act prohibits discrimination based on personal information processing, aligning with anti-discrimination laws. Controllers complying with similar privacy laws in other jurisdictions may be considered in compliance with this Act.

Adds new Section 1E½ to GL Chapter 69 to require school districts and other schools to file an annual report with DESE regarding their sex education policy; provides for the reports to be made public and submitted to DPH. Amends GL 71:32A (Sex education) to further outline the requirements of school districts and charter schools to notify parents of their sex education instruction and the right to opt out. Establishes a new GL 71:32B requiring that any district or charter school providing sex education to provide it in a medically accurate, age appropriate, and comprehensive fashion; outlines the components of such, including human development, anatomy, and reproduction, the benefits of abstinence, the prevention of STIs and unintended pregnancy, the options for pregnancy including parenting, adoption, and abortion, how to effectively discuss safe sex and consent, healthy relationships, recognizing and preventing violence, affirmative recognition of gender identity, sexual orientation, and gender expression, and social media use; requires any district or charter school that follows the Massachusetts curriculum framework to offer such sex education.

Amends GL 151C (Fair Educational Practices) to add "special medical status" as a protected category under the statute; defines "special medical status" as "the condition of an individual due to a disability as defined by the Americans with Disabilities Act or due to the reception or failure to receive any medical treatment whether preventative, curative or palliative.

The proposed bill seeks to amend Massachusetts' education laws concerning student dress and grooming codes in both school districts and charter schools. It requires these codes to be free of distinctions, discrimination, or restrictions based on various attributes, including sex, gender identity, race, national origin, religion, disability, age, or sexual orientation. The codes must be clearly, specifically, and objectively defined to prevent ambiguity. Enforcement of these rules by school employees cannot involve direct physical contact with students or require students to undress in others' presence for compliance checks. While students cannot be suspended solely for dress or grooming violations, schools retain the authority to prescribe specific clothing colors and implement measures to prevent bullying or harassment. The Massachusetts Department of Elementary and Secondary Education is responsible for developing the necessary regulations and policies to enforce these amendments. The changes will become effective 60 days after the bill's passage.

This bill requires public schools to provide inclusive instruction that reflects the histories, experiences, and contributions of historically underrepresented groups. This includes a curriculum on history, social science, literature, arts, sciences, cultural customs, and discussions on discrimination, bias, and inequities. The curriculum must address topics such as immigration, discrimination, slavery, segregation, and the effects of colonial and exclusionary practices. The Department of Elementary and Secondary Education will work with educational stakeholders to offer professional development to support these objectives. The bill also establishes the Comprehensive and Inclusive Curriculum Trust Fund to support the creation of curriculum frameworks across various subjects while emphasizing professional development and collaboration. The fund's grants will promote this inclusive curriculum, focusing on the inclusion of historically underrepresented groups in subjects like literature, arts, and sciences.

Amends GL 71:37P (School resource officers) to provide that the guiding principle for involving a school resource officer in a school-related matter is whether student behavior rises to the level of criminal conduct that poses real and substantial harm or threat of harm to the physical or psychological well-being of other students, school personnel, or members of the community or real and substantial harm or threat of harm to the property of the school, and that the school resource officer's response to the school-related matter is to be guided by the techniques required for certification as a school resource officer under GL 6:116H; requires that the department of elementary and secondary education approve the hiring of school resource officers; eliminates language giving the chief of police authority over operating procedures for school resource officers; changes date for superintendents to file reports relating to school resource officers from August 1 to July 16 and adds to those reporting requirements; requires the board of elementary and secondary education, subject to appropriation, to make one- or two-year grants to public school districts and/or individual public schools, including regional school districts and charter schools, for the cost of implementing holistic school health and safety practices that do not include law enforcement presence.

Adds a new Section 159A to GL Chapter 6 to establish a 17-member permanent commission on American Indian and Alaska Native education; articulates the qualifications and terms of commission members; directs the commission to investigate the use of resources from both the public and private sectors to enhance and improve the ability of state agencies to provide educational opportunities and improve educational outcomes for all American Indian and Alaska Native students in order to further tribal self-determination and to help ensure that students have an opportunity to learn their heritage languages and histories and to receive complete and competitive educations that prepare them for college, careers, and productive satisfying lives; requires the commission to file an annual report with the legislature.

This bill concerns educational assessments and services for English Language Learner (ELL) students, particularly those who also have disabilities. It requires that during evaluations, school committees account for a student's English proficiency and ensure assessments are given in the student's primary language. Additionally, the Individualized Education Program (IEP) team for ELL students must include experts in second language acquisition, with the IEP addressing both their language and special education needs. The bill prohibits school districts from suggesting parents opt out of ELL services to simplify the scheduling of special education services. It mandates schools to facilitate meaningful communication with parents and guardians through interpreters and translators who are both bilingual and skilled in specialized terminology.

Enacts three new sections into GL Chapter 111 (Public Health) to require licensure for home care agencies; requires certain measures be included in regulations, including background checks, wage and labor compliance, and training requirements; allows for fines for the operation of an unlicensed home care agency or violations of regulations; establishes a home care worker and consumer abuse stakeholder advisory committee and a home care oversight advisory council; articulates the qualifications for members; requires each to review and report on the home care industry and status of home care licensure; applies employer non-discrimination statutes to individuals using a personal care attendant.

This bill makes minor changes to the state law establishing the Permanent Commission on Older Lesbian, Gay, Bisexual, Transgender, Queer and Questioning Adults and their Caregivers. The bill adds the words "Queer and Questioning" to the Commission's title and changes references in the law from LGBT to LGBTQ. The bill also updates the titles of several members of the Commission.

The bill proposes a prohibition on requiring proof of COVID-19 vaccination, mRNA vaccines, or gene-altering procedures across Massachusetts. It prevents the Commonwealth from mandating such proof for entry into the state or its public buildings. The ban extends to educational institutions at all levels, including public and private schools, charter schools, and colleges, where proof of vaccination cannot be required for enrollment, campus access, or attending in-person classes. Additionally, the bill asserts that the state cannot compel private businesses to demand vaccination proof for entry or employment. It further amends section 92A of chapter 272 of the General Laws, prohibiting places of public accommodation, resorts, and amusements from requiring proof of vaccination for entry. This applies to all associated persons, such as owners, managers, and employees.

This legislative bill seeks to comprehensively address and reform the definition and insurance coverage of infertility in Massachusetts. It officially defines infertility as a condition impacting reproductive capabilities, encompassing various factors such as medical history, the necessity for medical intervention, unsuccessful pregnancy attempts after unprotected intercourse, and impairments due to genetic disorders. The bill mandates that insurance plans cover infertility diagnosis and treatment, guaranteeing at least six oocyte retrievals and unlimited embryo transfers. It also includes artificial insemination, surgical sperm extraction, and third-party reproductive services, like in vitro fertilization using donor materials or gestational carriers. To promote fair access, the bill prohibits insurers from imposing additional conditions beyond legal requirements or excluding coverage based on third-party involvement. Discrimination based on existing cryopreserved reproductive material is forbidden, as are differentiated restrictions on infertility coverage compared to other medical conditions. Insurers cannot limit coverage based solely on attempts, costs, or patient age, and coverage criteria must align with clinical guidelines from credible medical societies. The bill enforces adherence to anti-discrimination laws concerning age, gender, race, and other characteristics, ensuring equitable access to infertility treatments free from unjustified barriers or discrimination.

The Massachusetts bill seeks to enhance fertility-related healthcare coverage and services by amending existing laws to require insurance coverage for individuals diagnosed with infertility. Infertility is broadly defined and includes conditions such as the use of donor gametes and embryos, as well as certain genetic or chromosomal abnormalities. The bill mandates that fertility diagnostic care and treatment coverage be equivalent to that of other pregnancy-related procedures, disallowing additional restrictions based on prior treatment, age, or sexual identity. Specific procedures, such as oocyte retrievals and inseminations, must be covered without limiting the number of cycles. It ensures non-discriminatory access to fertility services, regardless of third-party reproductive involvement. Furthermore, the bill requires the creation of a professional training module to enhance physicians' ability to provide competent fertility services to LGBTQ individuals, aiming to reduce discrimination and improve healthcare access for this community. An investigation into the accessibility and affordability of reproductive services for LGBTQ individuals is mandated, with recommendations for improvements. Finally, the bill includes timelines for the implementation of these provisions, which are to be enacted within specified periods following the bill's passage.

This bill mandates that health insurance carriers and pharmacy benefit managers allocate at least 80% of estimated pharmaceutical rebates to insured individuals by reducing cost-sharing at the point of sale. Carriers are required to submit annual reports detailing their adherence to these rebate requirements, with penalties set for any noncompliance. Furthermore, the bill protects specific rebate information from being disclosed by pharmacy benefit managers, classifying it as confidential commercial information and trade secrets. The bill also directs the Health Policy Commission to collaborate with the Executive Office of Health and Human Services in analyzing the future of cell and gene therapy in Massachusetts. This analysis should concentrate on identifying potential access barriers for MassHealth beneficiaries and vulnerable populations, with a focus period from 2027 to 2037. The study will examine current reimbursement frameworks and the adequacy of the state's healthcare infrastructure to support these innovative therapies. If barriers are detected, the Commission is directed to propose corrective policy solutions, which could involve adjustments to MassHealth reimbursement methods in accordance with Federal law.

Amends GL 151B:4 relative to unlawful discrimination to prohibit hospitals, medical providers, or other public or private entities from withholding or de-prioritizing life-saving care or other treatment due to an individual's perceived quality of life stemming from a disability or chronic condition or due to any metric where disability or chronic condition is used to calculate the value of a life; prohibits hospitals or medical providers from conditioning the provision of care on a patient having a "do not resuscitate" order or similar directive; directs EOHHS to develop regulations enforcing this act within 60 days of passage.

This bill prohibits discriminatory land use practices by local or state governmental bodies. These practices are defined as any actions that restrict or exclude housing accommodations based on income level, particularly for those earning 80% or less of the area median income, or limits housing with sufficient bedrooms for families with children. Discrimination based on race, gender, disability, and other protected characteristics is also included. These actions will not be considered violations if the government entity can prove that their actions were motivated by a substantial, legitimate governmental interest and that no less discriminatory means were available, or if the entity has a history of supporting such housing initiatives. The bill empowers individuals or groups who believe they have been subjected to these discriminatory practices to file a civil lawsuit in various courts, to seek injunctive relief and damages, including punitive damages for intentional discrimination. The Massachusetts Attorney General is also granted the authority to pursue violations.

This bill prohibits the use or request of consumer reports for subsidized tenants during the screening processes unless required by federal or state law. Landlords and their agents must secure explicit written consent from tenants before obtaining consumer reports, transparently disclose the purpose for accessing such information, and cover the cost of obtaining reports. The bill also bans misuse of consumer reports that could lead to unlawful housing discrimination and safeguards tenants from retaliatory or discriminatory actions for asserting their rights.

Adds a new Section 61 to GL Chapter 121B (Housing and Urban Renewal) to prohibit bullying of elder residents of housing developments subsidized by the state or federal government; defines the practices considered as bullying and cyberbullying; directs the Public Safety Division of the Attorney General's office to consult with other agencies and develop a model plan and curriculum for preventing bullying of elders; requires each residential community to develop and implement its own plan to address bullying and lists the components that must be included in the plan; requires staff at said residential communities to undergo ongoing professional development related to bullying prevention and remediation.

Adds a new Section 3R½ to GL Chapter 143 relative to elevator and building inspections requiring the installation of window guards in residential rental properties. In particular, the requirements apply to any multiple-dwelling building in which any child age 10 years or younger resides, in which buildings window guards must be installed. Window guards must be installed in the rental units and in common areas, and tenants must be provided with notices relative to their rights to window guard installation. Civil fines of up to a \$5,000 for a violation not remedied within 10 business days may be levied by the Department of Public Safety on landlords.

This bill introduces comprehensive regulations regarding pet ownership in both residential and public housing, as well as stipulations for insurance policies during states of emergency. Key provisions include:

Eviction and Housing Regulations: Landlords are prohibited from initiating eviction actions solely due to the presence of a pet without written permission, extending up to one year following a state of emergency. An exception is made if the pet poses harm to others. Additionally, condominium declarations and bylaws cannot disallow dogs based on breed, size, weight, or appearance. Eligibility for tenancy in public housing similarly cannot be influenced by these dog characteristics.

State of Emergency Clauses: During a state of emergency, hotels must accommodate pets unless the pet presents a noise or safety threat. This ensures that pet owners have shelter options during crises.

Public Housing Initiatives: A program is established to support pet ownership within state-aided public housing, encouraging responsible pet ownership among residents.

Financial Implications for Housing: Housing providers may charge additional rent for common household pets, with caps to prevent excessive fees. However, service or assistance animals needed by tenants with disabilities are exempt from these additional charges.

Insurance Provisions: Insurance companies cannot refuse, cancel, or impose higher premiums on homeowners or renters' insurance due solely to the breed of a dog owned by the policyholder, unless the dog is legally classified as dangerous.

Implementation Timeline: The sections related to additional rent for pets are set to become effective for new leases commencing six months post-enactment of the bill.

Overall, the bill seeks to balance the rights and responsibilities of pet owners with the interests of housing providers, while ensuring consistent treatment by insurance companies and maintaining protections during emergency situations.

Adds a new Section 2 to GL Chapter 244 requiring the filing of a foreclosure complaint in superior court in order to initiate a foreclosure on 1-6 family owner-occupied properties; requires service to be effected by both posting and mailing if not affected in hand; grants the court the authority to modify the mortgage or grant other appropriate relief.

This legislative bill amends Chapter 12 of the General Laws by adding Section 11O, which addresses the prohibition of disparate impact in government programs, policies, or practices. The bill applies to all governmental units within the Commonwealth, including executive offices, departments, agencies, and subdivisions, and prohibits actions that result in a disparate impact on individuals with protected characteristics under state law. It grants any affected individual or group the right to file a civil lawsuit in state court for various forms of relief, such as injunctive and declaratory relief, as well as actual and punitive damages, within three years of the alleged violation. Successful plaintiffs are entitled to recover litigation costs, expert witness fees, reasonable attorney fees, and interest. The plaintiff carries the initial burden to demonstrate that a government action caused a disparate impact, without needing to prove discriminatory intent. Should the plaintiff establish this, the burden shifts to the defendant, who must show that the action in question is justified by a substantial, legitimate reason. Notably, establishing a legitimate justification does not suffice as a defense in cases alleging intentional discrimination. The bill recognizes that the challenged action may be just one of several factors contributing to the disparate impact. Emphasizing the eradication of discrimination, whether intentional or resulting from disparate impact, the bill ensures judicial avenues are available without the need for exhausting administrative remedies first, and mandates a broad interpretation to fulfill its remedial purposes. The legislation becomes effective immediately upon passage.

Amends GL 276:100A (Sealing of criminal records) and GL276:100B (Sealing of delinquency records) to eliminate the current procedure of a petition to court to request sealing and instead to provide that certain records shall be sealed automatically after the statutory waiting period (7 years for criminal felonies; 3 years for criminal misdemeanors and delinquency records) provided that no new offenses have occurred; exempts certain offenses from automatic sealing process; directs commissioner of probation and commissioner of public safety to develop and implement computer systems for sealing; provides effective date of 18 months after passage.

This bill introduces legal measures in Massachusetts to safeguard against sexual harassment within the realm of business investment transactions. It clarifies crucial terms related to venture capital and professional investors, establishing that it is illegal for professional investors to engage in sexual behavior that either disrupts business interactions or fosters a hostile work environment. The legislation expands the definition of sex-based discrimination to encompass sexual harassment and provides pathways for legal action to those affected. Victims of such misconduct can initiate lawsuits to claim compensatory and punitive damages or seek injunctive relief. Moreover, the Attorney General is authorized to enforce these provisions and pursue similar remedies on behalf of those impacted. The bill stipulates that defendants are liable for the plaintiff's attorneys' fees and enforces a three-year limit for the initiation of legal proceedings under its jurisdiction. The intention is for these measures to be interpreted expansively to achieve their protective goals while acknowledging that they do not nullify other existing statutes.

This bill introduces the "Fair Investment Practices" chapter in the General Laws of Massachusetts, aimed at promoting equitable investment actions by professional investors such as venture capital firms, private equity firms, and hedge funds within the state. It establishes definitions for critical terms like "professional investor," "venture capital company," and "protected class" to facilitate regulatory adherence. The attorney general, working alongside the Massachusetts Commission Against Discrimination and the secretary of state, will develop compliance guidelines that these investors must follow. Non-compliance will be treated as an unfair or deceptive trade practice, subject to legal action and possible damages by the attorney general. The legislation requires professional investors to write a policy in their organizational charter detailing their commitment to the chapter and to implement clear procedures to comply with it. Additionally, investors must perform a self-assessment at least once every three years to evaluate their progress in boosting investments in historically disadvantaged groups. These evaluations are to be submitted to the attorney general and made public. The attorney general, along with pertinent authorities, must update the compliance guidelines as necessary, but at least every three years, and provide rules, regulations, and model templates for investors. The chapter mandates liberal interpretation to achieve its objectives without nullifying existing laws. The attorney general is also tasked with publishing the initial compliance guidelines within one year of the bill's enactment.

Adds a new Section 1D to GL Chapter 214, declaring the rights of homeless persons; defines persons experiencing homelessness as those who lack or are perceived to lack a fixed, regular, and adequate nighttime residence; entitles homeless persons to the listed rights and protections, including use of public spaces, to privacy in their personal property in public spaces, to interact with public officials, employees and law enforcement officers without harassment, to rest in public spaces and seek protection from adverse weather, to eat in any public space in which it is not prohibited and to occupy a legally parked motor vehicle; prohibits unlawful discrimination as a result of housing status; repeals laws defining and criminalizing being a tramp, vagrant or vagabond; further prohibits public accommodations from discriminating on the basis of housing status.

The bill amends Chapter 278 of the General Laws to enhance protections for individuals and organizations communicating about sexual assault, harassment, or discrimination incidents. It provides clear definitions and safeguards by establishing that civil actions cannot be pursued against anyone publishing accurate reports of judicial, legislative, or official proceedings. Importantly, communications regarding these incidents, if made without malice, are considered privileged, effectively protecting the communicator from defamation claims. Furthermore, if a defendant successfully defends against a defamation suit related to such privileged communications, they are entitled to recover reasonable attorney's fees and costs, as well as triple damages and other punitive reparations for harm suffered due to the defamation action. The bill's protections are specifically extended to those who have a reasonable basis to make a complaint about these incidents, regardless of whether a formal complaint has been filed. It defines "communication" as sharing factual information about one's experiences of sexual assault, harassment, workplace harassment or discrimination, and retaliation related to these actions. Through this legislation, the bill underscores the priority of enabling protected discourse on sexual misconduct and discrimination, reinforcing the importance of open communication in addressing these critical issues.

This bill proposes amendments to Chapter 151B to broaden the definitions of "employer" and "employee" and enhance anti-discrimination protections for both paid and unpaid workers. It expands these protections to individuals participating in apprenticeship programs, training programs, unpaid internships, and volunteer programs, explicitly prohibiting discrimination based on race, color, religious creed, national origin, sex, and other protected statuses. The bill enables participants in these programs to lodge complaints of discrimination and establishes a limited employment relationship that provides legal protection without altering wage, workers' compensation, or unemployment insurance entitlements. Furthermore, the bill holds employers accountable for harassment if they or their supervisors were aware or should have been aware of the issue and did not take corrective action. This responsibility extends to all applicants, apprentices, trainees, unpaid interns, volunteers, and independent contractors. The bill also prohibits employer discrimination in contracts' terms, conditions, or privileges based on protected characteristics and applies harassment protections to non-employees within the employer's workplace. Additionally, it forbids retaliation against individuals who oppose prohibited practices or partake in related proceedings.

This Massachusetts bill aims to expand and clarify anti-discrimination protections within public accommodations. It updates existing legislation to explicitly include businesses, alongside other places, as entities that are prohibited from discriminatory practices. The bill broadens the definition of discrimination to encompass actions that result in discriminatory or physically harmful effects on individuals protected under the law, even if those individuals are not seeking to access the entity's patronage, products, or services. It reinforces the right of all individuals to have full and equal access to public accommodations without facing discrimination based on race, color, religious creed, national origin, sex, gender identity, sexual orientation (with certain exclusions), disability, or ancestry. To ensure rigorous enforcement, the bill establishes penalties for violations, including fines up to \$2,500, imprisonment for up to one year, or both, as well as civil liability for damages suffered by affected individuals.

This bill proposes the creation of a permanent commission in Massachusetts dedicated to exploring and recommending reparations for the historical and ongoing impacts of slavery and discrimination affecting residents of African descent. The commission will consist of 15 members appointed by the governor, legislative leaders, and the attorney general, ensuring expertise in areas such as reparatory justice, social sciences, history, and economics. Its primary role is to assess and provide insights on the systemic inequities rooted in slavery, investigate both explicit and implicit discrimination post-Civil War, and identify businesses that profited from these practices. Duties of the commission include public education on its research, recommending reparative actions and proposals for reparations, and ensuring these align with international standards on addressing state-inflicted harm. It will assess various forms of compensation and policy adjustments, including formal apologies and repeals of laws that sustain racial disparities. The commission is authorized to conduct hearings, request documents, and collaborate with state bodies to aid its mission. Additionally, it can employ staff, acquire necessary resources, and possibly engage external entities to support its research and reporting objectives. The commission's initial gathering is required to be held within 90 days following the act becoming effective.

This bill concerns the protection and welfare of animals. The bill establishes penalties for exposing children to environments where animals suffer mistreatment. Additionally, the bill criminalizes harassment of animal advocates and sets penalties for compromising the integrity of animal organizations or exploiting animals for entertainment or exhibitions. It bans cruel acts such as animal torture, forced submission, and inhumane killing. It establishes regulations for the use of animals in research, testing, and competition, allowing such practices only under specific humane conditions. The bill also prescribes fines and imprisonment for various cruelty offenses, enforces stricter laws on breeding and genetic manipulation, and limits the transport of animal parts. The bill mandates humane responses to wildlife encounters and instances of animals intruding on private property. Finally, the bill provides that photographs of mistreated animals is admissible legal evidence.

This bill introduces comprehensive measures to regulate and enhance emergency health services, specifically focusing on pregnancy-related medical conditions and abortion services. Key provisions include mandates for hospitals with emergency departments to offer immediate stabilizing treatment, which may involve performing abortions, to prevent severe harm or death. There is also an annual requirement for reporting compliance with these standards. Noncompliance by hospitals or staff can result in fines, license revocation, and legal actions by individuals harmed by any violations. significantly, the bill broadens the range of medical providers permitted to deliver abortion-related care by removing previous restrictions that limited these services to certain medical professions. It also strengthens informed consent rules by allowing individuals of any age to sign consent forms without delay, except in emergencies or where individuals are incapacitated. The bill eliminates barriers like mandatory waiting periods or ultrasounds and affirms facilities' adherence to licensure standards without imposing non-essential physical or operational prerequisites. Moreover, the Department of Public Health is tasked with listing accredited provider facilities and spearheading public advocacy regarding crisis pregnancy centers. Meanwhile, the Department of Veterans Services is charged with informing veterans about accessible abortion services. A strong emphasis on confidentiality is maintained, especially for services administered in school-based health centers.

This bill amends chapter 151B, which pertains to nondiscrimination laws in the Commonwealth, by broadening its reach to include "public interest organizations." These are defined as nonprofit entities that focus on addressing discrimination or bias, protecting civil rights, or advocating for issues falling under this chapter's jurisdiction. The legislation grants these organizations the ability to file complaints if alleged unlawful practices adversely affect their missions or activities, are targeted at them or their representatives, or have a clear connection to the interests of harmed individuals. Furthermore, the bill revises section 9 to allow these organizations to initiate civil actions under similar circumstances, thereby enhancing their legal avenues to combat discriminatory practices.

This legislative bill proposes to enhance anti-discrimination measures in the Commonwealth by adding "height" and "weight" to the list of protected characteristics under existing anti-discrimination laws. The amendments target various sections across the Commonwealth's General Laws, specifically updating chapters 71, 76, 151B, 151C, 151E, and 272. These changes make it illegal to discriminate against individuals based on height or weight in areas such as education and employment. However, exceptions are made when adherence to state, federal, or industry safety standards necessitates such considerations. The integration of height and weight as protected traits aligns them with other established categories like identity, race, and sex, thereby broadening the scope of protection against discrimination.

Establishes a special legislative commission to study the use of service animals in Massachusetts; directs the commission to investigate the prevalence and consequences of fraud, misrepresentation and misuse of service animals; directs the commission to identify training and education opportunities regarding the use of service animals and potentially recommend changes to Massachusetts law governing service animals; sets a deadline of April 1, 2024 for the commission to file its report with the legislature.

This bill concerns protections and accommodations for employees and prospective employees who are victims of abusive behavior. The bill amends current employment discrimination laws by adding "status as a victim of abusive behavior" to the list of protected classes, thereby prohibiting discriminatory practices in hiring and employment based on this status. Under the bill the term "victim of abusive behavior" includes conditions such as domestic violence, stalking, sexual assault, and kidnapping. The bill employers to provide reasonable accommodations to individuals affected by abusive behavior. These accommodations may include adjustments to work schedules, modifications to workplaces, or the implementation of safety measures. Employers are not required to face undue hardship. The bill dictates that employers must inform employees of their rights under this new law and are encouraged to undergo training to better understand issues related to abusive behavior. For requests related to accommodations, employers are allowed to ask for documentation but must ensure its confidentiality.

The proposed bill in Massachusetts aims to combat workplace harassment by requiring all employers, employment agencies, and labor organizations to foster environments free from illegal harassment, including sexual harassment. To achieve this, employers must implement comprehensive anti-harassment policies that clearly state the unlawfulness of harassment based on sex or other protected characteristics. These policies should also ban retaliation against employees who report such incidents and provide specific examples of unacceptable behavior. Furthermore, the policies must outline the procedures for filing harassment complaints and specify the penalties for offenders. Employers are obligated to disseminate these anti-harassment policies to their workforce by January 1, 2027, and provide them to all new employees upon hiring or changing positions. In addition, employers must conduct interactive harassment prevention training within six months of an employee's hire or promotion. This annual training, lasting at least one hour, should include compliance guidelines, examples of harassment, and information on potential remedies. Employers are required to keep electronic records of the training and employee participation for no less than five years. Although adherence to the training and policy distribution requirements does not shield employers from liability, non-compliance does not necessarily imply liability. The Massachusetts attorney general is authorized to develop rules and regulations to enforce the bill's aims.

This Massachusetts bill mandates that each executive department and agency develop and regularly update a detailed nondiscrimination plan. These plans must encompass all personnel, including volunteers and contracted vendors, and outline clear prohibitions against discrimination. Integral components of the plans include procedures for collecting demographic data and detailed mechanisms for reporting discrimination or retaliation, with options for anonymity. Prompt response and investigation protocols, along with a spectrum of disciplinary actions that safeguard whistleblowers, are required. Additionally, the plans should consider timelines for nondiscrimination and equal access training, ensuring they are revised biennially. By January 1, 2027, each department and agency must submit their updated nondiscrimination plans to designated governmental entities, including the Clerks of the House and Senate.

This bill proposes comprehensive legal reforms for application-based delivery workers and Delivery Network Companies (DNCs). Under the bill, delivery workers will be considered to be employees of DNCs, entitling them to protections such as minimum wage guarantees and accurate payroll records. The bill declares that state policy will support collective bargaining between DNCs and their employees. Delivery workers must be compensated at 150% of the minimum wage for assigned time if they can freely log on and off the platform; otherwise, they are guaranteed the basic minimum wage for all working hours, including standby time. Additionally, DNCs must secure insurance coverage for their workers during working hours and are forbidden from retaliating against workers who exercise their rights.

Amends various provisions related to workers rights in cases of on the job injury; requires the Division of Industrial Accidents to promptly undertake investigation of claims and hold an investigative conference to obtain additional statements; defines restitution as including actual and compensatory damages, and reasonable attorney's fees; additionally allows injunctive relief, punitive damages and other remedies; defines earnings as what an employer is required to pay; additionally requires workers compensation insurers to pay such amount, even if employers fail to do so; requires public posting of workers' compensation insurance policy. Prohibits employers from refuse to hire, or in any other manner discriminating or take adverse action, or to threaten to discharge, refuse to hire any person because that person has exercised a right related to workers compensation, including reporting or seeking care for a work-related injury, and additionally including reporting or seeking care for any COVID-19-related illness or reporting any exposure to COVID-19 and taking appropriate measures; applies such ban to situations in which a person assists another in exercising their rights, opposes violations, testifies in workers compensation proceedings or otherwise engages in an exercise of rights; establishes a rebuttable presumption that any action taken against an employee within 90 days of their exercising their workers compensation rights is in violation of protections; allows those discriminated against for exercising their rights under workers compensation to file a complaint with the attorney general or initiate civil action; entitles those who prevail in civil action to treble damages.

The Healthy Workplace Act concerns workplace, defined as behavior by employers or employees that fosters an abusive environment, causing physical or psychological harm. The bill establishes an employer's duty of care to protect employees from bullying and prohibits retaliation against employees who assert their rights under the bill. The Act mandates that employers develop policies and procedures for reporting incidents of workplace bullying and provide annual employee training on the issue. In response to reported incidents, employers are required to conduct thorough investigations, implement remedial measures, and take disciplinary action against perpetrators if necessary. Should employers violate their duty of care, they could face court orders for compliance and be required to provide restitution to affected employees, including reimbursement for lost wages and benefits. The legislation safeguards employees from retaliation when reporting bullying or engaging in related legal proceedings and includes remedies to counteract such retaliation.

This legislative bill focuses on enhancing the rights and protections of essential workers in Massachusetts during a declared public health emergency. It requires essential businesses, defined as those delivering vital services during such emergencies, to compensate essential workers with hazard pay equivalent to at least 1.5 times their regular wage for hours worked during the emergency. However, this does not apply to employees of the Commonwealth or to those in certain administrative or professional roles exempt from federal overtime regulations. The bill grants essential workers the right to refuse work if the conditions pose a health risk to themselves or their household members, or if childcare responsibilities arise due to school or daycare closures. These refusals are protected from punitive measures such as termination or reduced hours by employers, although there is no obligation for employers to pay wages during the refusal period. Furthermore, the bill mandates that essential employers provide personal protective equipment (PPE) at no cost to the employees, following guidelines from relevant health and safety authorities. The responsibility for enforcing these provisions lies with the Attorney General's Office, ensuring that the rights to wages and employment conditions sustained by other laws remain intact. Through these initiatives, the bill aims to secure the health, safety, and financial stability of essential workers amid significant public health crises.

The proposed bill seeks to overhaul labor laws in Massachusetts, specifically targeting private sector labor-management relations. By repealing sections 3 through 9 of Chapter 150 and implementing new provisions in Chapter 150A, the bill enhances protections for both collective and individual rights under existing federal and state labor laws. It underscores Massachusetts' commitment to maintaining stable labor-management relations and prepares for situations where federal law does not preempt state regulations, thus allowing state laws under G.L. c. 150A to be fully enacted should federal preemption end or if the National Labor Relations Board opts out of jurisdiction. Key amendments within the bill include redefining the terms "employer" and "employee" under state law to widen the scope of covered organizations and employment types, while explicitly excluding categories such as agricultural and domestic workers. It also revises procedural standards for certifying bargaining representatives, enabling swift state certification in instances of federal jurisdictional gaps. The definitions of "joint employer" and "written majority authorization" are updated, and there is a push towards incorporating electronic means for collective bargaining representations. Furthermore, the bill introduces rules for pre-hearing injunctive relief in cases of unfair labor practices and specifies mandatory reporting for certain labor-relations activities. A significant provision restricts employers from conducting captive audience meetings during crucial unionization periods. It also mandates the establishment of new regulations for conducting electronic representation elections. Collectively, these changes aim to fortify workers' rights to collective bargaining and provide clearer processes within the Massachusetts labor framework.

Adds new section 204 to GL 149 to provide that any provision in a contract waiving any substantive right or remedy, or any procedural right, remedy, standard or practice, that would otherwise apply to a claim of employment discrimination, retaliation or harassment, nonpayment of wages or benefits, or violation of public policy in employment, shall be unconscionable, void and unenforceable; and to provide that any agreement presented to an employee with the purpose of requiring the employee to bring to arbitration a matter that has not yet occurred purporting to apply to one or more claims of employment discrimination, retaliation or harassment or nonpayment of wages or benefits arising under this chapter or chapter 151B, or violation of public policy in employment, any party to the agreement may elect to void the agreement after the dispute has arisen.

This Massachusetts bill seeks to address workplace bullying by clearly defining it as an unlawful practice and establishing key terms related to its identification and mitigation. It introduces the role of a "representative employee" tasked with overseeing and enforcing anti-bullying policies within organizations. Workplace bullying is characterized as severe or pervasive conduct that leads to a toxic work environment, excluding minor or isolated incidents. The bill mandates employers, along with representative employees, to take proactive and reactive measures against workplace bullying. This includes swiftly acknowledging and addressing complaints, maintaining a transparent complaint and disciplinary system, keeping accurate records, and providing training to employees on prevention and reporting procedures. The legislation also prohibits employers from enforcing non-disclosure agreements or requiring mediation before employees obtain legal representation, as well as prohibiting any retaliatory employment actions against individuals who oppose such unlawful practices. For those who successfully prove a violation, the bill provides access to various remedies, including compensatory and punitive damages, injunctive relief, and restorative measures. While employer penalties are capped at \$100 per offense, complainants are guaranteed a minimum award of \$5,000 per violation, with possible compensation rising to \$15,000 based on proven damages. Additionally, the party found at fault is required to pay the plaintiff's reasonable attorney fees. The bill sets a three-year statute of limitations for filing related legal actions and allows plaintiffs to request the use of pseudonyms during legal proceedings to protect their identities.

Amends GL 151B:4, the MCAD statute prohibiting various kinds of discrimination in housing and employment, by adding 'unemployed' as a protected class, thereby preventing the discrimination in employment against those who are currently unemployed. The bill also prevents discrimination in employment against those who refuse to disclose their passwords to social media accounts to the potential or actual employer.

This bill expands current law restricting mandatory overtime for the health care workforce beyond nurses. Under the bill, all hospital workers with an impact on patient care, other than doctors, interns, residents and facility management personnel, may not be subject to mandatory overtime requirements, except during emergencies where patient safety is jeopardized and other staffing solutions are unavailable. In emergency situations, facilities must first seek volunteers for overtime before requiring it. The bill restricts health care workers from working more than 16 consecutive hours in a 24-hour period and ensures they receive at least 8 consecutive hours off following such a shift.

This bill aims to prevent heat-related illnesses among public employees working outdoors in Massachusetts by establishing comprehensive regulations and protection measures. The Department of Labor Standards is tasked with setting regulations for managing outdoor heat exposure. These regulations require public employers to develop a written heat-related illness prevention plan accessible to employees and their representatives. The plan must cover monitoring heat exposure, supplying potable water, providing paid rest breaks and cooled areas, and having an emergency response plan for heat-related symptoms. Additionally, the bill requires acclimatization procedures for employees, administrative controls on heat exposure, and ensures annual training for at-risk employees. Supervisors must receive specialized training for managing heat conditions, implementing safety protocols, and emergency response. Moreover, the bill prohibits any form of discrimination or retaliation against employees who report heat-related issues or seek assistance. By January 1, 2027, these requirements must be adopted as the standard for safeguarding outdoor workers from heat-related illnesses. Public employers have a six-month period post-adoption to comply with these standards, with the Attorney General responsible for enforcement.

Adds a new §215 to GL c.111 (Public Health) that authorizes the establishment of certain harm reduction programs, A "harm reduction program" is defined as one that reduces the adverse consequences of substance use, including overdoses, services provided may include needle exchange, primary care, access or referral to evidence-based treatment options, drug testing services, overdose reversal care, supervision of persons who use pre-obtained substances, and other social support services. In particular: Authorizes DPH to establish or contract with harm reduction programs. Not later than 1 year after the implementation of a harm reduction program DPH is to report certain metrics to the legislature. Establishes immunity from arrest, prosecution, seizure, civil suits, and professional disciplinary actions to program operators, participants, property owners, and relevant government employees, and particularly the Controlled Substances Act (GL 94C). Exempts from immunity acts constituting gross negligence or recklessness, conduct with an intent to harm, discrimination based on race, ethnicity, national origin, religion, disability, sexual orientation or gender identity, or conduct outside the scope of responsibility of a harm reduction program. Participation in harm reduction programs cannot be used to justify reasonable suspicion or initiate searches.

In general prohibits certain kinds of arguably harmful behavior modification techniques, such as the use of physically painful aversive techniques (e.g., hitting, pinching, electric shocks) on individuals with physical, intellectual, or developmental disabilities, or the denial of basic needs (e.g., food, sleep, shelter, bathroom access) as punishment, and makes other changes designed to protect individuals with disabilities, expand and coordinate behavioral health services, and improve access and equity in mental health care across the Commonwealth. In particular: Prohibits certain behavior modification techniques, such as the use of physically painful aversive techniques (e.g., hitting, pinching, electric shocks) on individuals with physical, intellectual, or developmental disabilities, or the denial of basic needs (e.g., food, sleep, shelter, bathroom access) as punishment. Creates a coordinated behavioral health roadmap, overseen by the Secretary of Health and Human Services, to improve access and equity in mental health services. Establishes a Behavioral Health Crisis Response Incentive Grant to upgrade 911 centers for mental health-related dispatch. Promotes the integration of 988 and mobile crisis services into emergency response systems. Requires that every 3 years, a report on financial stability of behavioral health services must be produced. Requires a triannual analysis of expenditures and utilization across the statewide behavioral health crisis system. Adds behavioral and mental health concerns as valid reasons for school absences. Directs DMH to launch a program on medication-induced movement disorders, with education, screening best practices, and stigma reduction. Expands paid sick leave to cover mental health care for the employee or their spouse and time off after pregnancy loss, adoption failure, surrogacy failure, or a family member's death. Establishes and regulates a special commission to increase the number of outpatient mental health providers accepting insurance or using sliding fee scales.

This bill amends state law concerning lead contamination in housing. The bill phases in a requirement that owners of any rental property must abate any dangerous levels of lead found in paint, plaster or other accessible structural material. Current law only applies to housing where children under age six are present. Under the bill, this requirement first applies starting On July 1, 2026, in designated high risk communities, defined in the bill as areas with higher lead poisoning cases after adjusting for low to moderate income and housing stock built before 1978. This requirement broadens to encompass all rental properties by July 1, 2030. The bill also removes an exemption from the lead abatement obligation for boarding houses, hotels, inns, lodging houses, dormitories and other similar dwelling places. The bill also prohibits landlords from filing claims or threatening to bring claims against parents or guardians of lead-exposed children for lack of supervision or other negligence, with any such claims considered violations of the state consumer protection law. In addition, the bill expands membership in the lead poisoning prevention program advisory committee, adding additional parents, fair housing, and environmental justice representatives.

This bill modifies regulations related to accessing records of fetal deaths and death certificates, specifying the conditions and individuals eligible to obtain these records. Fetal death records can only be examined and certified copies can only be acquired by close relatives, designated officials, or through a court order. Death certificates can be issued in a certified form to family members and legal representatives, or as noncertified informational copies with certain redactions for wider purposes. These informational copies will include a watermark indicating that they are not valid for legal use. The bill dictates procedures for marking and issuing certificates, including those that are delayed or amended, which must receive approval from the state registrar. Moreover, the bill authorizes the sharing of death records with vital records offices in other jurisdictions for administrative purposes but prohibits the commercial reproduction of death certificate information. It specifies that fetal deaths are regulated separately under different legal provisions. The bill requires the state registrar to develop regulations to implement these changes, particularly focusing on the release of information for research. Furthermore, Section 2 amends existing legislation to ensure compliance with the new restrictions defined in section 2A

This bill proposes the establishment of a culturally-specific patient navigation pilot program specifically for individuals diagnosed with Long COVID, based on the definition provided by the National Academies of Sciences, Engineering, and Medicine. The program's primary goals include minimizing barriers to accessing medical treatment, providing both clinical and nonclinical support referrals, and enhancing health equity for Long COVID patients. The program will facilitate connections to healthcare resources, integrate navigators into healthcare teams, and provide standardized care guidelines, which may include training components. Key activities of the program involve data collection, patient outreach, assessing patient needs, and guiding patients in areas such as clinical and social support. This encompasses linking patients to subspecialty medical care, improving communication among healthcare providers, assisting with appointment scheduling and insurance issues, and addressing broader social determinants like transportation, food insecurity, and unemployment services. Additionally, the bill permits the creation of a consumer advisory board composed of Long COVID patients and healthcare providers. This board will contribute to the development of the pilot program with a focus on addressing the varied needs of the population. Advisory board participants may receive stipends. A comprehensive report detailing the pilot's activities, geographic reach, and participant engagement is required to be submitted to the legislative clerks and relevant committees within a year of the program's implementation. This report will also offer recommendations regarding the potential expansion of the program.

The bill establishes a pilot program in Massachusetts aimed at supporting individuals affected by Long COVID through a culturally tailored patient navigation system. The Department of Public Health will oversee the program's development, focusing on reducing barriers to accessing timely and effective treatment, and offering referrals for clinical and non-clinical support to the affected individuals and their families. Key objectives include facilitating access to vital medical information, integrating within healthcare teams, and standardizing care for Long COVID patients. The program will involve data collection, social and medical assessments, coordination of clinical services, improved communication between healthcare providers and patients, and addressing broader social determinants like transportation and housing insecurity. Additionally, it will provide resources to aid shared decision-making and investigate reimbursement options for navigator services. A comprehensive evaluation report detailing the program's performance, reach, and scalability is to be submitted to the legislature within a year from the start of the program.

The proposed legislation introduces "natural organic reduction" (NOR) as a legally recognized method for the disposition of human remains in Massachusetts. NOR is defined as a process that accelerates the conversion of human remains into soil. The bill amends the current General Laws to include NOR alongside cremation in references to acceptable methods of body disposition. Additionally, it establishes regulations for "natural organic reduction facilities," places where the NOR process is conducted. These facilities may be integrated within existing cemeteries and are subject to the same regulatory framework as crematories, with oversight by the Department of Environmental Protection to determine their suitability on cemetery grounds. The bill requires that deceased individuals' bodies in Massachusetts must be disposed of by burial, entombment, cremation, or natural organic reduction within a reasonable timeframe after death. It stipulates specific procedural requirements for obtaining permits and maintaining records related to both cremation and NOR. The process cannot commence until 48 hours post-death unless the deceased is known to have had a contagious disease. Responsibility is placed on individuals managing cemeteries, burial grounds, NOR facilities, or crematories to ensure all necessary legal documentation is acquired prior to proceeding with body disposition. Furthermore, the bill provides liability protection to funeral establishments, cemeteries, and boards of health when dealing with unclaimed remains, as long as they adhere to the statutory guidelines.

This bill proposes the inclusion of alkaline hydrolysis as an approved method for the disposal of human remains, updating various sections of the General Laws to place it alongside traditional cremation. Alkaline hydrolysis and hydrolysis facilities are clearly defined within this context, and such facilities are granted authorization to perform these procedures. The amendments ensure that related legal terminology now officially recognizes alkaline hydrolysis, granting it the same status and applicability as burial and cremation for the disposition of remains. The bill outlines specific procedures and permits required for conducting alkaline hydrolysis, mirroring the protocols for cremation. This includes obtaining the necessary certificates and observing a mandatory 48-hour waiting period after death, with exceptions available for cases involving contagious diseases. It assigns responsibilities to funeral homes and cemetery operators for the handling of unclaimed remains, allowing for their disposition via alkaline hydrolysis or cremation. In addition, the bill clarifies the role of alkaline hydrolysis within the legal and administrative frameworks concerning post-mortem procedures. Importantly, it provides legal immunity to entities that lawfully dispose of unclaimed remains using alkaline hydrolysis, protecting them from liability.

Adds new GL chapter 111P (Public health) to delegate to the department authority over immunization policies applicable to schools (including higher education institutions), child care facilities and recreational camps; directs the department to establish immunization schedules, make determinations on requests for exemptions from immunization requirements, and publish data on immunizations and exemptions; allows the department to require the exclusion from schools of children who are not immunized in circumstances of identification of an outbreak, potential epidemic or epidemic; directs the department to provide information to the public concerning diseases with elevated risk and concerning the benefits of immunization.

Amends GL 127 (Prisons) to require state and county prison administrators to promulgate regulations to maximize out of cell time and opportunities for participation of incarcerated people in education, training, employment, and all other programming including programming related to rehabilitation, health care, and substance use; sets out 13 specific standards the regulations are required to follow; requires each correctional facility to provide educational programs that earn high school credit toward graduation, vocational classes, and high school equivalency classes and certificate programming to all persons who are committed to the custody of the department or to a county correctional facility who have not obtained a high school degree or equivalency; sets out reporting requirements; provides effective date of 120 days after passage.

The proposed bill seeks to amend the Massachusetts General Laws by instituting a mandatory ethical oath for peace officers, aimed at bolstering public trust and enhancing policing standards. This oath will be obligatory for an array of law enforcement roles, including agency heads, special state police officers, and constables, during both their initial certification and subsequent recertifications. Core tenets embedded in the oath include beneficence, non-maleficence, and public accountability, with explicit commitments to community protection, de-escalation techniques, preservation of civil liberties, provision of emergency medical services, integrity in service, professional competence, and reporting of misconduct. The onus of drafting the precise wording of this oath falls on the Massachusetts Peace Officer Standards and Training Commission. This process will involve consultations with community members, legal authorities, and law enforcement representatives to ensure the oath meets high ethical benchmarks. Integration of the oath into officer training, performance reviews, and certification processes is mandated, with possible disciplinary measures for noncompliance. Furthermore, the commission is required to produce an annual report assessing the oath's implementation and its efficacy in elevating professional standards. The legislation is slated to become operative 90-days post-enactment, granting sufficient time for the oath's formulation and incorporation.

Adds a new chapter to the General Laws entitled Correctional Transparency and Accountability. Among other things, the new chapter establishes and regulates the Office of Corrections Inspector General, separate from the current Inspector General for the state as a whole. In particular, the legislation: Establishes that the new Corrections IG is to be appointed by a majority vote of the Attorney General, State Auditor, and Treasurer; Establishes a Corrections Inspector General Advisory Board, with appointed members; Establishes a statewide toll-free telephone number, website, and other means for complaints and inquiries; Authorizes investigations, access to correctional facilities, and the ability to subpoena witnesses and documents; Establishes a division within the Office responsible for receiving and reviewing individual complaints; Details the types of complaints the division can receive and its investigative procedures; Mandates public reports on the outcome of investigations, with recommendations if necessary; Defines procedures for consultation and response to findings and recommendations; Ensures confidentiality of correspondence and communications with the Office; Grants civil immunity to employees of the Office for good faith performance of responsibilities; Protects individuals from discriminatory or retaliatory actions for aiding the Office unless done maliciously or without good faith.

Finally, amends the definition of "public record" to exclude certain record of the new Office.

Amends GL 22:13A to substantially expand the authority of the Architectural Access Board as it relates to accessibility standards for persons with disabilities, including additional requirements for multi-family units and public facilities; clarifies that accessibility standards for public buildings also cover all portions of the site or complex and any equipment, roads, walkways and parking lots, as well as areas not generally in public use; extends accessibility standards to cover residential buildings built before March 13, 1991, including when said buildings undergo a gut rehabilitation; provides for roughly 5% of rental or lodging units in buildings with at least 20 units to meet enhanced accessibility standards, such as a 5-foot turning radius in kitchens and bathrooms to accommodate wheelchairs; additionally, replaces references to the "physically handicapped" with "persons with disabilities;" and requires that 2 appointees to the Board be licensed architects, and 1 appointee be a licensed building inspector.

The bill supports family caregivers, including a voucher program allowing claims of up to \$1,500 for respite service expenses, subject to income qualifications. Additionally, a refundable tax credit of up to \$1,500 is available for costs incurred in home modifications, equipment purchases, and caregiving services, also contingent upon income eligibility. The bill also allows spouses to be compensated as caregivers under MassHealth, contingent federal approval. The bill also extends anti-discrimination protections to include individuals based on their status as family caregivers, ensuring they are not subject to discrimination in various contexts, and creates an advisory council on family caregiving, which will provide guidance to the state's executive office and legislature on caregiving policies.

Adds a new section to GL Chapter 10 establishing the Massachusetts Against Discrimination Fund to be used by the commission against discrimination to offset costs associated with its investigation, prosecution and adjudication of claims of unlawful discrimination, and to assist with its training of public and private entities and individuals to prevent and remediate unlawful discrimination; establishes sources of revenue for said Fund, including a voluntary contribution of all or part of any refund to which a taxpayer is entitled.

Amends GL 62:6 (Tax credits) to establish a tax credit for family caregivers for costs associated with providing care to an eligible family member; directs executive office of labor and workforce development and Commonwealth Corporation to establish a grant program for nursing facility supervisory and leadership training; directs DPH to establish a tuition reimbursement program for certified nursing assistant training; directs MassHealth to allow spouses to serve as caregivers in the adult foster care and personal care attendant programs; directs EOHHS to implement a mandatory infection control and public health training program and establish a personal protective equipment exchange program; establishes a Caregiver Tax Credit Evaluation Committee to conduct a review of the tax credit.

Repeals GL 6:12V, which sets apart the second Monday in October as Columbus Day, and directs the Governor to designate that date instead as Indigenous Peoples Day; further directs the Governor to recommend that it be observed by the people, with appropriate exercises in the schools and otherwise, to acknowledge the history of genocide and discrimination against Indigenous peoples, and to recognize and celebrate the thriving cultures and continued resistance and resilience of Indigenous peoples and their tribal nations.

Amends multiple General Laws to replace the term hearing-impaired with the terms deaf or hard of hearing.

This Massachusetts bill is designed to boost economic opportunities for minority-owned businesses and support diversity in public sector contracts and board compositions. Key elements include mandatory reporting of economic development funds allocated to minority-owned businesses by state agencies. The Secretary of Housing and Economic Development is tasked with crafting a strategic plan that evaluates racial disparities. Additionally, major health care and higher education institutions must submit annual reports to the Office of Supplier Diversity, detailing their diversity-promoting procurement efforts, with these reports made publicly available online. The bill also requires the collection of small business lending data, focusing on lending practices' impact on minority borrowers. State boards and commissions are required to implement policies to enhance the racial and ethnic diversity of their members, reporting demographic data annually. To aid in procurement, the bill authorizes programs to bolster the participation of underutilized businesses, including those owned by minorities and women. It also introduces subcontracting programs with explicit participation goals and ensures prompt payments to subcontractors. The legislation also promotes the accessibility of public construction contracts to micro-businesses by potential contract splitting to encourage their involvement.

Adds new GL chapter 6F, requiring any public-facing agency (defined as a Massachusetts executive office, department, or division that provides assistance, services or information to the public) to provide timely, culturally competent oral language services to all LEP persons or auxiliary aids and services to deaf or hard of hearing persons who seek to access state services, programs, or activities or those of outside service providers; specifies requirements for written communications, websites, personnel, staffing, training and reporting requirements of such public-facing agencies; requires such agencies to develop language access plans, community needs assessments and internal agency assessments; establishes a language access advisory board specifying its composition and duties; establishes a private right of action for enforcement; codifies Governor's office of access and opportunity; sets out schedule for agency implementation.

Adds new section 71 to GL Chapter to establish a permanent commission on the status of Muslims in the Commonwealth; outlines membership requirements; specifies commission duties as a resource to the commonwealth on American Muslim communities; directs the commission to annually report results of its findings and activities by June 2; and takes effect December 1, 2024.

This legislative bill proposes the establishment of the Commission on Workplace Harassment and Sexual Assault within the Massachusetts Legislature as an independent public entity. The commission's primary responsibility is to address claims and conduct investigations into workplace harassment, including identity-based and sexual harassment, specifically within the legislative environment. Comprising 13 members appointed by various government and legal entities, the commission ensures diverse expertise and representation. The commission's powers include investigating incidents, setting operational processes, enforcing regulations, and collaborating with other agencies. Its key roles involve ensuring unbiased investigations, maintaining transparency, and collecting data on harassment claims and incidents. Additionally, the commission is tasked with offering resources, creating policy guidelines, conducting annual harassment surveys for legislative staff, and reporting annually to the legislature. The bill details procedures for managing complaints, including intake procedures and investigation protocols overseen by a general counsel appointed by the commission. Confidentiality and protection against retaliation for individuals involved in investigations are prioritized. Furthermore, the commission is to develop model harassment policies and training programs for legislative bodies. These programs should outline illegal conduct, provide resources for affected individuals, and protect against retaliation, accompanied by comprehensive training requirements. Overall, this bill aims to establish a robust framework for preventing and managing workplace harassment within the Massachusetts legislature.

This bill seeks to amend Section 45 of chapter 3 of the General Laws to enforce stricter disqualification measures against individuals, organizations, or entities serving as executive or legislative agents. It stipulates an automatic four-year disqualification for any party found guilty of unlawful practices as defined in section 4 of chapter 151B, emphasizing actions that involve discrimination based on a protected class, irrespective of whether an employment relationship exists. Furthermore, the bill mandates that the state secretary institute an adjudicatory process for the receipt and review of complaints concerning such discriminatory practices.

This bill establishes the Healthy and Sustainable Schools Office within the Massachusetts Department of Energy Resources to enhance energy efficiency and install renewable energy systems in public and municipally-owned schools and higher education institutions. This may include building envelope improvements; heating, ventilating, and cooling upgrades; lighting retrofits; motor, pump, or fan replacements; domestic water use reductions; and upgrading other energy consuming equipment or appliances. priority will go to schools in environmental justice communities. The bill mandates extensive public engagement, requiring stakeholder input from school boards, labor unions, and community members. A revolving fund is established to finance the activities under the bill.

This legislation introduces workforce and regulatory measures to support the transition to net zero emissions while intending to ensure the safety, reliability, and fair labor standards in the gas and electricity sectors. In particular: Requires training, certification, and staffing benchmarks to maintain pipeline safety and reliability during the transition to net zero emissions. Mandates a detailed transition plan, workforce strategy through 2050, sufficient staffing levels, training for natural gas and renewable energy, and mitigation strategies for workforce impacts, including union agreements and reporting requirements. Requires gas companies to develop plans to maintain a skilled workforce for pipeline maintenance, detailing use of in-house and external contractors, oversight measures, and training investments. Requires biennial updates on workforce planning, including projections for attrition and contractor use, with state oversight to ensure alignment with net zero goals. Establishes a new office to support displaced energy sector workers, ensuring access to clean energy jobs and training. Requires companies seeking state contracts or funding for clean energy projects to demonstrate workforce development, diversity, and labor law compliance. Projects on public lands must have labor peace agreements. Mandates prevailing wage requirements for public utility and clean energy construction work, with penalties for violations, including treble damages and legal costs. Expands the MCETC board from 15 to 19 members, adding AFL-CIO representatives. Strengthens MCETC's role in apprenticeship programs, public works compliance, and workforce development for fossil fuel workers

Amends GL 71:82 governing the right of public school students to freedom of expression to add language protecting access to library books; clarifies that school librarians are authorized to select library materials according to their professional training, and imposes a new process for any such materials to be challenged and removed; allows for challenged materials to be removed only by a vote of the school committee, following a public hearing and a recommendation by a review committee; and allows for any decision to remove library materials to be challenged by students or parents in court. Additionally, amends GL 78:19B governing state aid to public libraries to condition said aid on the adoption of the American Library Association's Library Bill of Rights, including a requirement that materials not be selected, proscribed or removed because of doctrinal or partisan disapproval.

This legislative bill introduces Chapter 90K in Massachusetts, establishing a framework for addressing traffic violations based on vehicle observation by law enforcement without requiring a stop or driver identification. The bill outlines procedures for issuing citations and warnings tied to the vehicle's license plate, with fines charged to the vehicle's registered owner unless a citation has already been issued under a different chapter. These offenses will not impact the driver's license record but may influence the owner's insurance rates by contributing to a moving violation record. Municipalities are empowered to appoint officials to manage citation administration. They must notify vehicle owners of violations by mail, including infraction details, evidence, and instructions for contesting or paying the fines. Vehicle owners have the right to contest citations within a specified period or request a hearing. Failure to pay fines may result in the suspension of vehicle registration renewals by the registrar. For leased or rented vehicles involved in violations, leasing companies are exempted from liability if they promptly provide renter information, transferring fine responsibility to the renter. The bill mandates the Massachusetts Department of Transportation to establish standardized regulations for violation notices and requires the Secretary of Public Safety to conduct a study investigating potential racial or gender discrimination in violation record management, with findings to be reported by April 1, 2027.

This bill amends multiple sections of the General Laws to strengthen privacy, data protection, and legal safeguards for both individuals and entities involved in providing, facilitating, or promoting reproductive and gender-affirming health care services. Key provisions include: Prohibiting state and local agencies and their personnel from sharing information, assistance, or resources with external law enforcement agencies investigating legally protected health activities, and ensuring that personal data of health care providers is not part of the public record. Revising rules related to electronic communication services, prescription drug monitoring, and controlled substance labeling to prevent external investigations from compromising patient confidentiality in reproductive and gender-affirming care contexts. Establishing guidelines for emergency medical treatment and limiting disciplinary actions against providers and attorneys based on the provision of services that are lawful when fully rendered within the commonwealth. Prohibiting insurance discrimination based on the provision of reproductive or gender-affirming health care services and barring the application of out-of-state laws to alter custody or parental decisions regarding gender-affirming care. Overall, the bill aims to create a protective legal framework that defends patient confidentiality, shields health care providers from undue external scrutiny, and ensures that essential reproductive and gender-affirming services remain accessible and free from discriminatory practices.

Outlines numerous additional protections regarding access to abortion and gender-affirming care in the Commonwealth, specifically, the bill: Exempts the name, home address, and contact information of those who provide or otherwise facilitate access to reproductive or gender-affirming health care services from public records laws. Prohibits any state or local authority from cooperating with any federal or out of state investigation or inquiry into legally protected health care activities under the laws of the Commonwealth, unless required by federal law. Outlines additionally data privacy requirements for businesses in the Commonwealth that handle data relating to reproductive or gender-affirming health care services. Allows for controlled substances dispensed for reproductive or gender-affirming care to, at the request of the provider, display the name of prescribing health care practice, instead of the name of the individual prescribing practitioner. Requires all acute care hospitals to establish procedures for the provision of emergency services and any necessary stabilizing treatments to any patient experiencing an emergency medical condition. Defines "emergency medical condition" to include a variety of pregnancy-related complications, and requires that abortion be provided when necessary to stabilize the patient. Amends numerous MGLs governing child custody to clarify that parents or guardians cannot be penalized for allowing children to access gender-affirming care, regardless of decisions in other states.

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This legislative bill proposes a range of initiatives designed to improve access to essential services and enhance support for vulnerable populations in Massachusetts. Key measures include the provision of free disposable menstrual products across temporary housing facilities like shelters and safe houses, educational institutions, and correctional facilities. It also aims to adjust payment standards for aid programs, such as Transitional Aid to Families with Dependent Children, to reach 50% of the federal poverty level by July 2025. The bill further provides direct support for pregnant individuals and allocates monthly stipends for former foster care youths. To address economic challenges, the bill proposes amendments to the state's tax credit system, enhancing benefits from the Earned Income Tax Credit and Child and Family Tax Credit to better support low-income residents. It mandates language accessibility in public-facing state agencies to ensure service equity for individuals with limited English proficiency or those who are deaf or hard of hearing. The bill establishes several trust funds, including the Massachusetts Baby Bonds Trust Fund and the Matched Savings Trust Fund, which are intended to foster long-term savings and economic opportunities for qualified individuals. Additionally, it strengthens protections against wage theft, introducing new liabilities and penalties for violators. It also creates the ENOUGH Grant Fund, a structured framework designed to mobilize communities, organizations, unions, government, and households in efforts to combat poverty and improve community wellbeing.

This bill proposes amendments to Chapter 151B of the General Laws to enhance procedural transparency and public engagement in the functions of the Massachusetts Commission Against Discrimination (MCAD). Key provisions include mandating a 90-day public review period for all draft policies and practices before they are formally adopted by the MCAD. The bill also addresses employment discrimination cases with unresolved judicial reviews prior to May 6, 2004, allowing involved parties to choose a judicial determination process in the superior court, thereby transitioning from MCAD handling to civil action. A new section is introduced, delineating the procedure for filing discrimination complaints against employers or labor organizations. Complainants are required to formally submit complaints with a \$250 filing fee, which can be waived under certain conditions. An investigative officer will be assigned to promptly investigate each complaint within defined timelines, with provisions for discovery and public hearings. The complaint process outlines steps for determining probable cause, handling discovery and summary judgment motions, and issuing orders such as cease and desist mandates. Additionally, both complainants and respondents are given the option to seek judicial determinations at various stages. The bill also amends related sections to adjust legal proceedings, including granting respondents the ability to file lawsuits in response to complaints.

Citations

MGL 151B, MGL 6:178C, MGL 6

Position

Amend

Priority

Medium

No citations.

Neutral

Low

MGL 149:148B, MGL 149, MGL 149A, MGL 149B:1, MGL 150A, MGL 150E:1, MGL 151B, MGL 272:99, MGL 30, MGL 30A, MGL 30B

Neutral

Low

MGL 151B, MGL 214, MGL 76:1, MGL 93:42, Neutral
MGL 93A, MGL 93H, MGL 93L, MGL 93M

Low

MGL 156D, MGL 167, MGL 175, MGL 176,
MGL 66:10, MGL 93, MGL 93A, MGL 93M

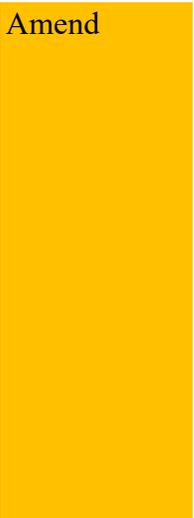
Amend

High

MGL 151B, MGL 214, MGL 93A:4, MGL 93A, MGL 93H, MGL 93L, MGL 93N Neutral Low

MGL 151B, MGL 214, MGL 90:1, MGL 93A:4, MGL 93A, MGL 93H, MGL 93L, MGL 93M, MGL 93N Neutral Low

MGL 151B:1, MGL 151B:4 Amend High



MGL 111:72H, MGL 19C:5, MGL 38:3, MGL 6 Neutral Low

MGL 143, MGL 272:92A Neutral Low

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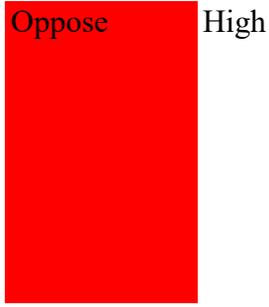
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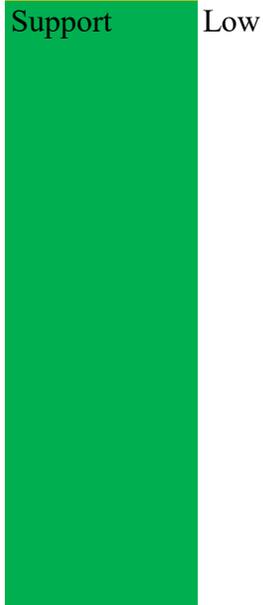
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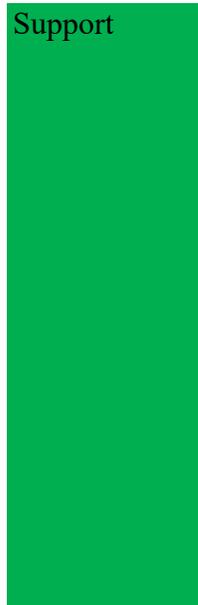
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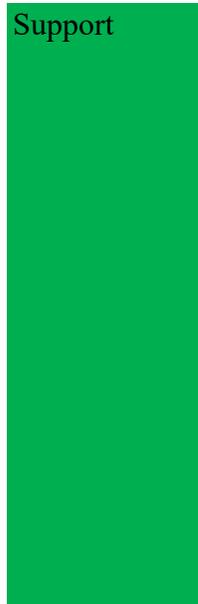


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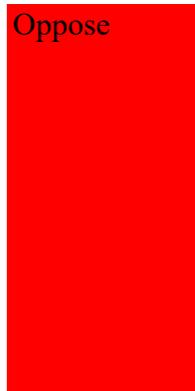
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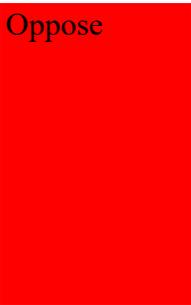
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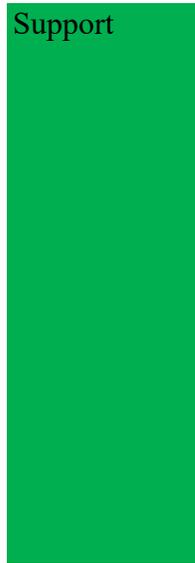
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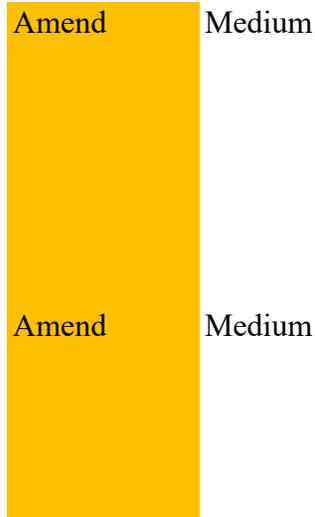
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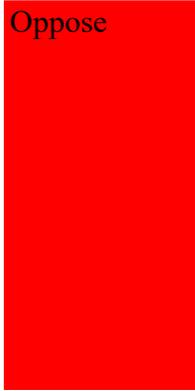
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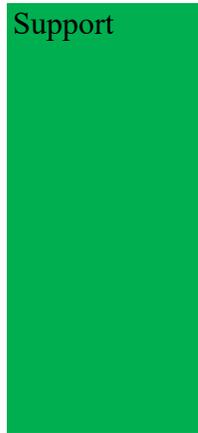
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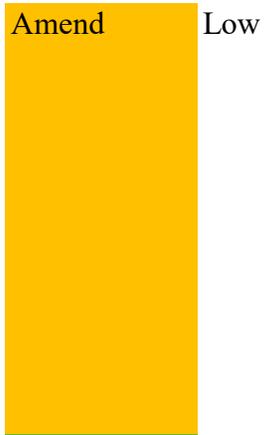


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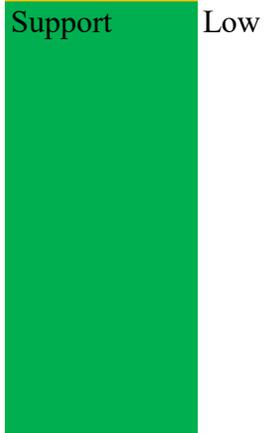
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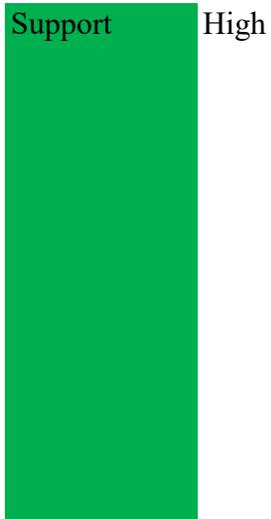
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MGL 112:260, MGL 112:259, MGL 118E, MGL 176G

Neutral Low

MGL 10:35X, MGL 112, MGL 112A, **MGL 151B:4**, MGL 29, MGL 6

Neutral Low

MGL 111:1, MGL 111:70, MGL 111:25B,
MGL 151B, MGL 176Q, MGL 190B, MGL
214:1B, MGL 66, MGL 69, MGL 93:42, MGL
93A:6, MGL 93A, MGL 93H:1, MGL 93H,
MGL 93L, MGL 93M:25, MGL 93M:30, MGL
93M

Neutral

Low

MGL 3:67, MGL 69:1E, MGL 69, MGL
71:32A, MGL 71

Support

Low

MGL 151C:2, MGL 151C:1

Amend

Medium

MGL 70:370, MGL 71:37H, MGL 71, MGL 71:82

Support Low

MGL 29, MGL 69:1D, MGL 69

Support Low

MGL 6:116H, MGL 71:37P, MGL 71

Neutral Low

MGL 268A, MGL 6

Neutral

Low

MGL 69:1B, MGL 71A:4, MGL 71A:3, MGL 71A:5, MGL 71B:3, MGL 76:5

Neutral

Low

MGL 111:51M, MGL 111:51N, MGL 111:51L, MGL 111, MGL 118E:70, MGL 118E:71, MGL 151B:1, MGL 19A:4B, MGL 19A:4D, MGL 7:3B

Support

Low

MGL 3:71

Support

Low

MGL 111, MGL 272:92A

Oppose

Low

MGL 175:47H, MGL 176A:8K, MGL 176B:4J, Neutral
MGL 176O:1, MGL 93A:2

Low

MGL 112:5P, MGL 112, MGL 118E:10AA,
MGL 118E, MGL 12C, SES 2024:140:74, SES
2024:140:145, SES 2024:140:148, SES
2024:140:149, SES 2024:140:150, MGL
175:47VV, MGL 175:47H, MGL 175, MGL
176A:8K, MGL 176A:8WW, MGL
176B:4WW, MGL 176B:4J, MGL 176B, MGL
176G:4OO, MGL 176G:4PP, MGL 176G,
MGL 32A:17T, MGL 32A:17U, MGL 32A

Neutral

Low

MGL 139, MGL 176O, MGL 176Y:1, SES
2020:260:26, MGL 4:7, MGL 66:10, MGL
94C:21C

Neutral

Low

MGL 151B:4, MGL 151B:1

Oppose

High

MGL 151B:4

Oppose

High

MGL 93:51, MGL 93, MGL 93A:2

Amend

Medium

MGL 121B

Neutral

Low

MGL 143, MGL 151B:1

Amend

Medium

MGL 121B:32, MGL 140:12A, MGL 175,
MGL 183A:12, MGL 186, MGL 23B:1

Neutral

Low

MGL 151B, MGL 183:64, MGL 183C, MGL 244, MGL 261, MGL 93 Neutral Low

MGL 12 No position selected. No priority selected.

MGL 140:131F, MGL 268, MGL 268A, MGL 276:100A, MGL 276:100B, MGL 276:100Q, MGL 6:172, MGL 6:178C, MGL 6A Neutral Low

MGL 151F, MGL 151G, MGL 93A:6

Neutral

Low

MGL 151F, MGL 151G:4, MGL 151G, MGL 4:7, MGL 6:56, MGL 93A:4, MGL 93A

Neutral

Low

MGL 151B:4, MGL 151B:1, MGL 151B:3,
MGL 214, MGL 272:98, MGL 272:92A, MGL
272, MGL 45:1, SES 1995:5:122, MGL 51:1,
MGL 6A:16W, MGL 85:17A, MGL 90B:20

Amend

Medium

MGL 278

Neutral

Low

MGL 151B:1, MGL 151B:4

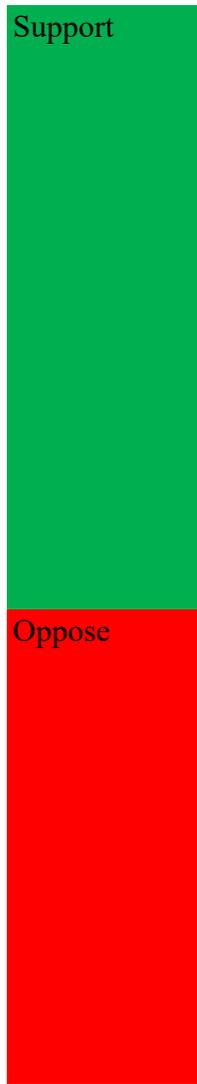
Support

Low

MGL 272:98, MGL 272:92A

Oppose

High



MGL 3, MGL 4:7, MGL 66

Support Low



MGL 119:63, MGL 119:51A, MGL 140:174F, Neutral Low
MGL 265:44, MGL 265:43A, MGL 265:13A,
MGL 265:39, MGL 265:26A, MGL 265:56,
MGL 265:53, MGL 266:112, MGL 272:98C,
MGL 272:77, MGL 272:80, MGL 272:79A,
MGL 272:80A, MGL 272:80C, MGL 272:80D,
MGL 272:77C, MGL 272:78A, MGL 272:77B,
MGL 272:79, MGL 272:87, MGL 274:7

MGL 111:52, MGL 111:51, MGL 111, MGL Neutral Low
112:12F, MGL 112:12K, MGL 112:12O, MGL
112, MGL 118E

MGL 151B:1, MGL 151B:5, MGL 151B:9

Neutral

Low

MGL 151B:4, MGL 151B:3, MGL 151C:2A,
MGL 151C:2, MGL 151E:2, MGL 272:98,
MGL 272:92A, MGL 71:89, MGL 76:12B,
MGL 76:5

Amend

High

MGL 221:34E, MGL 4:2A, MGL 6:116

Neutral

Low

MGL 149:52E, MGL 151A:1, MGL 151B:1,
MGL 151B:4, MGL 209A:1, MGL 209A, MGL
258E, MGL 265:43, MGL 265:26, MGL 265

Amend

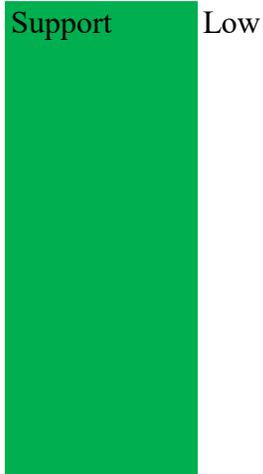
High

MGL 151B



MGL 151B

MGL 127:133E, MGL 149:148D, MGL 149:148B, MGL 149:150, MGL 149:27C, MGL 149:151, MGL 150A:1, MGL 150A:2, MGL 150A:3, MGL 150A, MGL 151:1, MGL 151:1A, MGL 159:43, MGL 159, MGL 159A:1, MGL 159A, MGL 161B:3, MGL 175:113L, MGL 175:228, MGL 175:168, MGL 175, MGL 25:23, MGL 30A:10, MGL 30A:14, MGL 30A, MGL 4:7, MGL 6:172, MGL 6:167, MGL 66, MGL 7:3B, MGL 90:34A, MGL 90:1, MGL 90:7A, MGL 90:24



MGL 149:27C, MGL 149, MGL 151, MGL 151A:62A, MGL 152:22, MGL 152:75B, MGL 152:1, MGL 152, MGL 23E:3, MGL 4 Neutral Low

MGL 149A, MGL 149B

Support Low



MGL 149:148C, MGL 149:150, MGL 149 Neutral Low

MGL 150, MGL 150A:6A, MGL 150A:2, MGL Neutral Low
150A:3, MGL 150A:4, MGL 150A:5, MGL
150A:4C, MGL 150A:6C, MGL 150A:8, MGL
150A:10, MGL 150A, MGL 150Aof:1, MGL
23, MGL 231:118

MGL 149, MGL 151B:4, MGL 151B

Amend

Medium

MGL 151B:4, MGL 151B:1

Amend

High

MGL 151B:4

Oppose

High



MGL 111, MGL 6D:2

Neutral

Low

MGL 149

Neutral

Low

MGL 111, SES 2022:127:23, MGL 175:193U, MGL 94C:7, MGL 94C

Neutral

Low

MGL 118E, MGL 123:18, MGL 123, MGL 12C:21A, MGL 149:148C, MGL 186, MGL 29:2WWWW, MGL 6A:16DD, MGL 6A:18B, MGL 6A:16, MGL 6A:16Q, MGL 6A, MGL 6D, MGL 76:1

Neutral

Low

MGL 111:190, MGL 111:193, MGL 111:194, MGL 111:197, MGL 111:197D, MGL 111:198, MGL 111:199B, MGL 111:199, MGL 231B, MGL 93A

Support

Medium



MGL 111:202, MGL 4:7, MGL 46:2A, MGL 46:13 Neutral Low

MGL 111 Neutral Low

MGL 111

Neutral

Low

MGL 111:202, MGL 112:83, MGL 112:82,
MGL 113:4, MGL 113A:14, MGL 114:1, MGL
114:7, MGL 114:9, MGL 114:44A, MGL 114,
MGL 38:14, MGL 38, MGL 46:10, MGL
85:14A

Neutral

Low

MGL 111:202, MGL 112:83, MGL 112:82, Neutral Low
MGL 113:4, MGL 113A:14, MGL 114:1, MGL
114:7, MGL 114:9, MGL 114:44A, MGL 114,
MGL 38:14, MGL 38, MGL 46:10, MGL
85:14A

MGL 111:24N, MGL 111O, MGL 111P, MGL Neutral Low
112:12F, MGL 15D:1A, MGL 5, MGL 71:53,
MGL 76:15D, MGL 76:1, MGL 76, MGL
93H:1

MGL 127:129D, MGL 127:36C, MGL 127:48, Neutral Low
MGL 127

MGL 22C, MGL 37, MGL 6E:2, MGL 6E Neutral Low

MGL 268A:1, MGL 4:7 Neutral Low

MGL 22:13A, MGL 272:92A, MGL 30A, SES 2021:39:29, MGL 6:74, MGL 90:2

Support Low

MGL 118E, MGL 151A:24, MGL 151A:1, MGL 151B:4, MGL 151B:1, MGL 176A, MGL 176B, MGL 176G, MGL 176I, MGL 176J, MGL 176K, MGL 176M:2, MGL 176Q, MGL 19A, MGL 32A, MGL 62:6, MGL 639, MGL 6A

Amend High

MGL 10:35TTT, MGL 10, MGL 151B:3, MGL 151B, MGL 29:34, MGL 62:6O, MGL 62, MGL 62C:5

Support High

MGL 111:57D, MGL 111:51K, MGL 111, MGL 118E:9, MGL 118E:70, MGL 139, MGL 151B:1, SES 2000:159:410, MGL 19A:4B, MGL 23, MGL 62:6

Neutral Low

MGL 6

Support Low

MGL 129:1, MGL 151B:4, MGL 175:47X,
MGL 176A:8Y, MGL 176B:4EE, MGL
176G:4N, MGL 221:92A, MGL 32A:23, MGL
6:196

Support High

MGL 10:10A, MGL 10, MGL 149:44A, MGL
149:44J, MGL 149:44K, MGL 149, MGL
167:1, MGL 167:13A, MGL 167, MGL 23A,
MGL 30:39M, MGL 30B:18, MGL 40:22C,
MGL 40:22A, MGL 6A:16G, MGL 7:40N,
MGL 7, MGL 7C:49

No position selected. No priority selected.

MGL 6, MGL 6E, MGL 6F

Amend High

MGL 268A, MGL 3

Support Low

MGL 12A, MGL 150E, MGL 233:20J, MGL 23M, MGL 23N:2, MGL 23N, MGL 30:42, MGL 30, MGL 30A, MGL 31, MGL 66:10

Oppose High

MGL 151B:4, MGL 151B, MGL 3:45

Neutral Low

MGL 112:81E, MGL 149:44A, MGL 149, MGL 149A:8, MGL 25A:11F, MGL 25A, MGL 30:39M

Neutral Low

MGL 149:150, MGL 149:44A, MGL 149, MGL Neutral Low
149A:8, MGL 150A, MGL 164:1E, MGL
164:145, MGL 164:3, MGL 164, MGL 23,
MGL 23J:2, MGL 23J:3, MGL 23J:12, MGL
23J, MGL 25A, MGL 30:62, MGL 30:39M,
MGL 66:10, MGL 760, MGL 9:20A

MGL 249:5, MGL 71:82, MGL 71, MGL Neutral Low
78:10, MGL 78:14, MGL 78:15, MGL 78:19B,
MGL 78:33, MGL 78

MGL 175:113B, MGL 30A:14, MGL 4:7, MGL Neutral
6E:1, MGL 90C:2, MGL 90J, MGL 90K, MGL
90KSection Low

MGL 111:51G, MGL 111:70I, MGL 111, MGL Neutral
111C:1, MGL 112:61, MGL 112:12Q, MGL
112, MGL 12, MGL 12C:12, MGL 147:63,
MGL 175, MGL 209B, MGL 221, MGL 238,
MGL 31:75, MGL 4:7, MGL 66:10B, MGL 66,
MGL 93, MGL 94C:22, MGL 94C:24A, MGL
94C:21 Low

MGL 111:70I, MGL 111, MGL 111C:1, MGL 112:61, MGL 112:12Q, MGL 112, MGL 12, MGL 12C:12, MGL 147:63, MGL 175, MGL 176Y:1, MGL 209B, MGL 221, MGL 238, SES 2024:285:6, MGL 31:75, SES 2024:353:2, SES 2024:363:1, MGL 4:7, MGL 66:10B, MGL 66, MGL 66A:1, MGL 66A, MGL 93, MGL 93A, MGL 94C:22, MGL 94C:24A, MGL 94C:21

No position selected. No priority selected.

MGL 111:70I, MGL 111, MGL 111C:1, MGL 112:61, MGL 112:12Q, MGL 112, MGL 119:26, MGL 12, MGL 12C:12, MGL 147:63, MGL 175, MGL 176Q, MGL 176Y:1, MGL 208, MGL 209A, MGL 209B, MGL 209C, MGL 221, MGL 238, SES 2024:285:6, MGL 31:75, SES 2024:353:2, SES 2024:363:1, MGL 4:7, MGL 66:10B, MGL 66, MGL 66A:1, MGL 66A, MGL 93, MGL 93A, MGL 94C:22, MGL 94C:24A, MGL 94C:21

No position selected. No priority selected.

MGL 10, MGL 117A:1, MGL 118:2, MGL 118A:7, MGL 119:29, MGL 119, MGL 119A:2, MGL 119A, MGL 125, MGL 126, MGL 127, MGL 140:131F, MGL 140, MGL 149:27C, MGL 149:150, MGL 149:150C, MGL 149:148B, MGL 149, MGL 151:19, MGL 151:20, MGL 151:2A, MGL 151, MGL 151A:62A, MGL 151A:47, MGL 151A, MGL 168, MGL 18:18A, MGL 18:2, MGL 18, MGL 23A, MGL 23B, MGL 268, MGL 268A, MGL 276:100A, MGL 276:100B, MGL 276:100Q, MGL 29:38, MGL 30A, SES 2023:40:21, MGL 40, SES 2023:50:11, MGL 6:172, MGL 6:178C, MGL 6, MGL 62:6, MGL 62, MGL 6A, MGL 6E, MGL 6F, MGL 71

Neutral

Low

MGL 151B:2, MGL 151B:3, MGL 151B:5, MGL 151B:9, MGL 151B, MGL 30A

Oppose

High

Comments

NDA bills need to make sure and allow for victim's confidentiality and not confuse MCAD process with & including reference to a right to a jury trial.

Last Action

2025-02-27 S - Senate
concurrent

No comment

2025-05-01 H - Proposal for Constitutional Amendment ought not to pass (under Joint Rule 23) and placed on file

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-03-24 H - Hearing
Scheduled - 04/09/2025, 1:00
PM - Committee Hearing
(Advanced Information
Technology, the Internet and
Cybersecurity), State House
Room A-1 & Virtual 4/9/25
1:00 PM - Committee Hearing,
State House Room A-1 &
Virtual

In the context of discrimination coming from
AI, gives the AG's office exclusive
enforcement authority over employment and
housing cases, all under the consumer
protection law

2025-02-27 S - Senate
concurrent

No comment

2025-03-24 H - Hearing
Scheduled - 04/09/2025, 1:00
PM - Committee Hearing
(Advanced Information
Technology, the Internet and
Cybersecurity), State House
Room A-1 & Virtual 4/9/25
1:00 PM - Committee Hearing,
State House Room A-1 &
Virtual

No comment

2025-03-24 H - Hearing
Scheduled - 04/09/2025, 1:00
PM - Committee Hearing
(Advanced Information
Technology, the Internet and
Cybersecurity), State House
Room A-1 & Virtual 4/9/25
1:00 PM - Committee Hearing,
State House Room A-1 &
Virtual

Commission is unclear on the application of
marijuana legislation and its reference to
"impairment" and the treatment of recreational
use v. medical use.

2025-06-13 H - Hearing
Scheduled - 06/17/2025, 10:00
AM - Committee Hearing
(Cannabis Policy), State House,
B-1 6/17/25 10:00 AM -
Committee Hearing, State
House, B-1

No comment

2025-02-27 S - Senate
concurred

No comment

2025-02-27 S - Senate
concurred

Removes references to Handicapped in MGL -
including 151B.

2025-06-03 H - Hearing
Scheduled - 06/10/2025, 1:00
PM - Committee Hearing
(Children, Families and Persons
with Disabilities), State House,
A-1 and Virtual 6/10/25 1:00
PM - Committee Hearing, State
House, A-1 and Virtual

No comment

2025-02-27 S - Senate
concurrent

Aligns with MCAD mission anti-
discrimination law

2025-02-27 S - Senate
concurrent

MCAD would seek clarity with regard to terms
and enforcement

2025-02-27 S - Senate
concurrent

This is not an appropriate role for the MCAD as an independent agency that investigates complaints of discrimination in employment. Totally onerous and outside the scope of the MCAD's jurisdiction, and arguably its mission as this is mostly about economic development

2025-07-09 H - Hearing
Scheduled - 07/15/2025, 10:00 AM - Committee Hearing (Community Development and Small Business), State House, B-1 & Virtual 7/15/25 10:00 AM - Committee Hearing, State House, B-1 & Virtual

More detail including resources and support for work contemplated

2025-06-23 H - Hearing
Scheduled - 06/26/2025, 10:00 AM - Committee Hearing (Community Development and Small Business), State House, B-1 and Virtual 6/26/25 10:00 AM - Committee Hearing, State House, B-1 and Virtual

No comment

2025-02-27 S - Senate concurred

No comment

2025-04-23 H - Hearing
Scheduled - 04/29/2025, 10:00
AM - Committee Hearing
(Consumer Protection &
Professional Licensure), State
House, B-1 & Virtual 4/29/25
10:00 AM - Committee Hearing,
State House, B-1 & Virtual

Increases accountability for real estate brokers
who engage in discriminatory conduct. Agency
supported this via oral testimony last session.

2025-07-03 H - Hearing
Scheduled - 07/14/2025, 10:00
AM - Committee Hearing
(Consumer Protection &
Professional Licensure), State
House, A-2 and Virtual 7/14/25
10:00 AM - Committee Hearing,
State House, A-2 and Virtual

No comment

2025-02-27 S - Senate
concurred

Weighting advantage for students of color and English language learners likely violates equal protection under the law 2025-02-27 S - Senate concurred

No comment 2025-06-25 H - Hearing Scheduled - 07/08/2025, 1:00 PM - Committee Hearing (Education), State House, B-2 and Virtual 7/8/25 1:00 PM - Committee Hearing, State House, B-2 and Virtual

Adds "special medical status" as a protected class to c. 151C and changes jurisdiction to "continued enrollment" throughout. Amendments should include updating a full list of protected classes and statute of limitations. 2025-06-25 H - Hearing Scheduled - 07/08/2025, 1:00 PM - Committee Hearing (Education), State House, B-2 and Virtual 7/8/25 1:00 PM - Committee Hearing, State House, B-2 and Virtual

Aligns with MCAD mission on anti-discrimination 2025-02-27 S - Senate concurred

No comment

2025-04-23 H - Hearing
Scheduled - 05/06/2025, 1:00
PM - Committee Hearing
(Education), State House, B-2
and Virtual 5/6/25 1:00 PM -
Committee Hearing, State
House, B-2 and Virtual

No comment

2025-02-27 S - Senate
concurred

No comment

2025-06-25 H - Hearing
Scheduled - 07/08/2025, 1:00
PM - Committee Hearing
(Education), State House, B-2
and Virtual 7/8/25 1:00 PM -
Committee Hearing, State
House, B-2 and Virtual

No comment

2025-06-25 H - Hearing
Scheduled - 07/08/2025, 1:00
PM - Committee Hearing
(Education), State House, B-2
and Virtual 7/8/25 1:00 PM -
Committee Hearing, State
House, B-2 and Virtual

No comment

2025-04-23 H - Hearing
Scheduled - 05/06/2025, 1:00
PM - Committee Hearing
(Education), State House, B-2
and Virtual 5/6/25 1:00 PM -
Committee Hearing, State
House, B-2 and Virtual

Aligns with MCAD mission and education on anti-discrimination 2025-02-27 S - Senate concurred

No comment 2025-06-27 H - Referred, pursuant to an order adopted by the two branches, to the committee on Aging and Independence

Aligns with MCAD mission on anti-discrimination 2025-06-27 H - Referred, pursuant to an order adopted by the two branches, to the committee on Aging and Independence

Employers of PCAs added to definition of employer, thereby making PCAs covered by 151B (similar to what domestic workers law did). Refile - Failed in Committee last 2 sessions.

2025-06-27 H - Referred, pursuant to an order adopted by the two branches, to the committee on Aging and Independence

No comment

2025-02-27 S - Senate concurred

No comment

2025-06-16 H - Hearing Scheduled - 06/24/2025, 10:30 AM - Committee Hearing (Financial Services), State House, Gardner Auditorium and Virtual 6/24/25 10:30 AM - Committee Hearing, State House, Gardner Auditorium and Virtual

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-02-27 S - Senate
concurrent

This bill would require too much involvement by the MCAD in medical decision making. This would require extensive funding to hire subject matter experts.

2025-06-06 H - Hearing
Scheduled - 06/18/2025, 11:00
AM - Committee Hearing
(Health Care Financing), State
House, Gardner Auditorium and
Virtual 6/18/25 11:00 AM -
Committee Hearing, State
House, Gardner Auditorium and
Virtual

No comment

2025-07-03 H - Hearing
Scheduled - 07/15/2025, 10:00
AM - Committee Hearing
(Health Care Financing), State
House, Gardner Auditorium and
Virtual 7/15/25 10:00 AM -
Committee Hearing, State
House, Gardner Auditorium and
Virtual

No comment

2025-07-03 H - Hearing
Scheduled - 07/15/2025, 10:00
AM - Committee Hearing
(Health Care Financing), State
House, Gardner Auditorium and
Virtual 7/15/25 10:00 AM -
Committee Hearing, State
House, Gardner Auditorium and
Virtual

No comment

2025-02-27 S - Senate
concurred

No comment

2025-05-27 H - Hearing
Scheduled - 06/04/2025, 9:00
AM - Committee Hearing
(Housing), State House, B-2
6/4/25 9:00 AM - Committee
Hearing, State House, B-2

Amend to add tie back to 151B s. 4(10)

2025-02-27 S - Senate
concurrent

2025-07-11 H - Hearing
Scheduled - 07/23/2025, 1:00
PM - Committee Hearing
(Housing), State House, A-1 &
Virtual 7/23/25 1:00 PM -
Committee Hearing, State
House, A-1 & Virtual

No comment

2025-05-27 H - Hearing
Scheduled - 06/04/2025, 9:00
AM - Committee Hearing
(Housing), State House, B-2
6/4/25 9:00 AM - Committee
Hearing, State House, B-2

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-07-11 H - Hearing
Scheduled - 07/23/2025, 1:00
PM - Committee Hearing
(Housing), State House, A-1 &
Virtual 7/23/25 1:00 PM -
Committee Hearing, State
House, A-1 & Virtual

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-07-11 H - Hearing
Scheduled - 07/23/2025, 1:00
PM - Committee Hearing
(Housing), State House, A-1 &
Virtual 7/23/25 1:00 PM -
Committee Hearing, State
House, A-1 & Sen. Adam
Gómez (D)irtual

No comment

2025-06-18 H - Hearing
Scheduled - 06/25/2025, 1:00
PM - Committee Hearing
(Housing), State House, B-1
6/25/25 1:00 PM - Committee
Hearing, State House, B-1

Changes statute of limitations to 3 years under
151B

2025-05-29 H - Hearing
Scheduled - 06/03/2025, 1:00
PM - Committee Hearing
(Judiciary), State House, A-2
and Virtual 6/3/25 1:00 PM -
Committee Hearing, State
House, A-2 and Virtual

No comment

2025-04-29 H - Hearing
Scheduled - 05/06/2025, 1:00
PM - Committee Hearing
(Judiciary), State House, Room
A-2 & Virtual 5/6/25 1:00 PM -
Committee Hearing, State
House, Room A-2 & Virtual

Align with the mission and it does not task the MCAD with enforcement and prohibits waiver of discrimination claims under MCAD jurisdiction. 2025-02-27 S - Senate concurred

No comment

2025-07-07 H - Hearing
Scheduled - 07/15/2025, 1:00 PM - Committee Hearing (Judiciary), State House, A-2 & Virtual 7/15/25 1:00 PM - Committee Hearing, State House, A-2 & Virtual

No comment

2025-04-01 H - Hearing
Scheduled - 04/08/2025, 1:00 PM - Committee Hearing (Judiciary), State House Room A-2 and Virtual 4/8/25 1:00 PM - Committee Hearing, State House Room A-2 and Virtual

Aligns with MCAD mission on education and anti-discrimination

2025-02-27 S - Senate concurred

At minimum, there is a concern about reasonable accommodation process

2025-06-05 H - Hearing
Scheduled - 06/10/2025, 1:00 PM - Committee Hearing (Judiciary), State House, A-2
6/10/25 1:00 PM - Committee Hearing, State House, A-2

No comment

2025-06-11 H - Hearing
Scheduled - 06/17/2025, 1:00 PM - Committee Hearing (Judiciary), State House, A-2 and Virtual 6/17/25 1:00 PM - Committee Hearing, State House, A-2 and Virtual

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-07-07 H - Hearing
Scheduled - 07/15/2025, 1:00
PM - Committee Hearing
(Judiciary), State House, A-2 &
Virtual 7/15/25 1:00 PM -
Committee Hearing, State
House, A-2 & Virtual

Need clarity with regard to enforcement and
evidence necessary to prove discrimination.
This is consistent with last session seeking
input relative to commissioners' official
position.

2025-02-27 S - Senate
concurrent

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-02-27 S - Senate
concurrent

Need clarity with regard to enforcement and evidence necessary to prove discrimination. This is consistent with last session seeking input relative to commissioners' official position.

2025-02-27 S - Senate
concurrent

No comment

2025-06-11 H - Hearing
Scheduled - 06/17/2025, 1:00
PM - Committee Hearing
(Judiciary), State House, A-2
and Virtual 6/17/25 1:00 PM -
Committee Hearing, State
House, A-2 and Virtual

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-02-27 S - Senate
concurrent

Clarification as to chapter of amendment

2025-02-27 S - Senate
concurrent

Expands housing protections but the wording
could be clarified.

2025-02-27 S - Senate
concurrent

Would add citizenship status as a protected class although with procedural mechanisms at odds with standard MCAD process. If this is added to 151B, it should be consistent with housing court procedures.

2025-02-27 S - Senate concurred

No comment

2025-02-27 S - Senate concurred

Replaces section 4(16A) and also prohibits confidentiality and nondisclosure provisions. Should consider amendments allowing for victims to choose nondisclosure/ confidentiality and refining language to avoid overbreadth.

2025-06-11 H - Hearing Scheduled - 06/17/2025, 1:00 PM - Committee Hearing (Judiciary), State House, A-2 and Virtual 6/17/25 1:00 PM - Committee Hearing, State House, A-2 and Virtual

Adds new section 11 to 151B that is all about nondisclosure agreements - public employers would be prohibited from settling sex harassment claims. Some victims might prefer to have these provisions.

2025-02-27 S - Senate concurred

No comment

2025-02-27 S - Senate concurred

No comment

2025-02-27 S - Senate
concurrred

No comment

2025-07-09 H - Hearing
Scheduled - 07/15/2025, 10:30
AM - Committee Hearing
(Labor & Workforce
Development), State House, B-2
& Virtual 7/15/25 10:30 AM -
Committee Hearing, State
House, B-2 & Virtual

No comment

2025-02-27 S - Senate
concurrred

No comment

2025-02-27 S - Senate
concurrent

Clarification on MCAD enforcement

2025-05-07 H - Hearing
Scheduled - 05/13/2025, 11:00
AM - Committee Hearing
(Labor & Workforce
Development), State House, B-1
& Virtual 5/13/25 11:00 AM -
Committee Hearing, State
House, B-1 & Virtual

Creates protected class status for victims of
abusive behavior in the context of employment;
still requires amendment per last session's
conversations.

2025-05-07 H - Hearing
Scheduled - 05/13/2025, 11:00
AM - Committee Hearing
(Labor & Workforce
Development), State House, B-1
& Virtual 5/13/25 11:00 AM -
Committee Hearing, State
House, B-1 & Virtual

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-07-09 H - Hearing
Scheduled - 07/15/2025, 10:30
AM - Committee Hearing
(Labor & Workforce
Development), State House, B-2
& Virtual 7/15/25 10:30 AM -
Committee Hearing, State
House, B-2 & Virtual

No comment

2025-06-12 H - Hearing
Scheduled - 06/18/2025, 1:00
PM - Committee Hearing (Labor
& Workforce Development),
State House, B-1 and Virtual
6/18/25 1:00 PM - Committee
Hearing, State House, B-1 and
Virtual

No comment

2025-02-27 S - Senate
concurrred

Commission is unclear on the application of marijuana legislation and its reference to "impairment" and the treatment of recreational use v. medical use.

2025-05-23 H - Hearing
Scheduled - 06/10/2025, 11:00
AM - Committee Hearing
(Labor & Workforce
Development), State House, B-1
& Virtual 6/10/25 11:00 AM -
Committee Hearing, State
House, B-1 & Virtual

Only the MCAD should be promulgating regulations under 151B

2025-02-27 S - Senate
concurrred

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-06-06 H - Hearing
Scheduled - 06/11/2025, 9:00
AM - Committee Hearing
(Public Health), State House, A-
1 and Virtual 6/11/25 9:00 AM -
Committee Hearing, State
House, A-1 and Virtual

No comment

2025-06-06 H - Hearing
Scheduled - 06/11/2025, 9:00
AM - Committee Hearing
(Public Health), State House, A-
1 and Virtual 6/11/25 9:00 AM -
Committee Hearing, State
House, A-1 and Virtual

Prohibits the Commonwealth, its agencies,
schools, employers, and public
accommodations from requiring mRNA
vaccines.

2025-06-02 H - Hearing
Scheduled - 06/06/2025, 10:00
AM - Committee Hearing
(Public Health), State House,
Gardner Auditorium and Virtual
6/6/25 10:00 AM - Committee
Hearing, State House, Gardner
Auditorium and Virtual

This would increase protections under lead law. 2025-02-27 S - Senate
Changes protections under MA lead laws to all concurred
rentals irrespective of the age of residents

No comment

2025-06-05 H - Hearing
Scheduled - 06/11/2025, 1:00
PM - Committee Hearing
(Public Safety and Homeland
Security), State House, A-2 and
Virtual 6/11/25 1:00 PM -
Committee Hearing, State
House, A-2 and Virtual

Requires window guards for housing with
children under the age of 6. Amend to add
MCAD as enforcers for discrimination

2025-06-05 H - Hearing
Scheduled - 06/11/2025, 1:00
PM - Committee Hearing
(Public Safety and Homeland
Security), State House, A-2 and
Virtual 6/11/25 1:00 PM -
Committee Hearing, State
House, A-2 and Virtual

No comment

2025-04-07 H - Hearing
Scheduled - 04/09/2025, 10:00
AM - Committee Hearing
(Public Safety and Homeland
Security), State House, Room A-
1 & A-2 4/9/25 10:00 AM -
Committee Hearing, State
House, Room A-1 & A-2

No comment

2025-02-27 S - Senate
concurred

No comment

2025-06-20 H - Hearing
Scheduled - 06/26/2025, 1:00
PM - Committee Hearing
(Public Safety and Homeland
Security), State House, A-2 and
Virtual 6/26/25 1:00 PM -
Committee Hearing, State
House, A-2 and Virtual

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-05-02 H - Hearing
Scheduled - 05/07/2025, 1:00
PM - Committee Hearing
(Public Safety and Homeland
Security), State House, A-2
5/7/25 1:00 PM - Committee
Hearing, State House, A-2

No comment

2025-06-05 H - Hearing
Scheduled - 06/11/2025, 1:00
PM - Committee Hearing
(Public Safety and Homeland
Security), State House, A-2 and
Virtual 6/11/25 1:00 PM -
Committee Hearing, State
House, A-2 and Virtual

No comment

2025-07-07 H - Hearing
Scheduled - 07/16/2025, 1:00
PM - Committee Hearing
(Public Service), State House, A-
2 & Virtual 7/16/25 1:00 PM -
Committee Hearing, State
House, A-2 & Virtual

No comment

2025-02-27 S - Senate
concurred

This is MCAD funding bill.

2025-05-08 H - Hearing
Scheduled - 05/13/2025, 10:30
AM - Committee Hearing
(Revenue), State House, A-1 &
Virtual 5/13/25 10:30 AM -
Committee Hearing, State
House, A-1 & Virtual

Preference would be to include a broader
definition of "caregiver" to more thoroughly
include "associational discrimination"

2025-02-27 S - Senate
concurred

Aligns with MCAD mission on anti-discrimination

2025-05-30 H - Hearing
Scheduled - 06/04/2025, 11:00 AM - Committee Hearing (State Administration & Regulatory Oversight), State House, Gardner Auditorium and Virtual
6/4/25 11:00 AM - Committee Hearing, State House, Gardner Auditorium and Virtual

No comment

2025-02-27 S - Senate concurred

No comment

2025-02-27 S - Senate concurred

No comment

2025-02-27 S - Senate concurred

MCAD must be taken out of this because the enforcement mechanism is filing a civil action in court, not process via section 5 of 151B

2025-07-14 H - Hearing
Scheduled - 07/22/2025, 10:00 AM - Committee Hearing (State Administration & Regulatory Oversight), State House, A-1 and Virtual 7/22/25 10:00 AM - Committee Hearing, State House, A-1 and Virtual

Aligns with MCAD mission on anti-discrimination

2025-05-30 H - Hearing
Scheduled - 06/04/2025, 11:00 AM - Committee Hearing (State Administration & Regulatory Oversight), State House, Gardner Auditorium and Virtual 6/4/25 11:00 AM - Committee Hearing, State House, Gardner Auditorium and Virtual

No comment

2025-02-27 S - Senate concurred

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-02-27 S - Senate
concurrent

No comment

2025-07-10 H - Hearing
Scheduled - 07/22/2025, 1:00
PM - Committee Hearing
(Tourism, Arts & Cultural
Development), State House, B-2
& Virtual 7/22/25 1:00 PM -
Committee Hearing, State
House, B-2 & Virtual

No comment

2025-02-27 S - Senate
concurring

No comment

2025-02-27 S - Senate
concurring

No comment

2025-07-16 H - Hearing
Scheduled - 07/22/2025, 1:00
PM - Committee Hearing
(Veterans & Federal Affairs),
State House, A-2 and Virtual
7/22/25 1:00 PM - Committee
Hearing, State House, A-2 and
Virtual

No comment

2025-07-16 H - New text of
SB2543View comparison to
prior version

No comment

2025-03-18 H - Withdrawn

NDA bills need to make sure and allow for victim's confidentiality and not confuse MCAD process with & including reference to a right to a jury trial.

2025-03-18 H - Withdrawn

No comment

2025-03-18 H - Withdrawn

No comment

2025-03-18 H - Withdrawn

MCAD must be taken out of this because the enforcement mechanism is filing a civil action in court, not process via section 5 of 151B

2025-03-18 H - Withdrawn

No comment

2025-05-19 H - Referred to House Committee on Rules

No comment

2025-05-12 S - Attached to favorable report by Joint Committee of SB45

No comment

2025-02-27 H - House
concurred

No comment

2025-05-12 S - New draft
substituted - see SB2516View
comparison to substituted
version

No comment

2025-03-10 S - Referred to Joint
Committee on Advanced
Information Technology, the
Internet and Cybersecurity

Commission is unclear on the application of
marijuana legislation and its reference to
"impairment" and the treatment of recreational
use v. medical use.

2025-06-13 H - Hearing
Scheduled - 06/17/2025, 10:00
AM - Committee Hearing
(Cannabis Policy), State House,
B-1 6/17/25 10:00 AM -
Committee Hearing, State
House, B-1

No comment

2025-03-10 H - House
concurred

No comment

2025-03-10 H - House
concurrent

No comment

2025-03-10 H - House
concurrent

Removes references to Handicapped in MGL - 2025-07-17 S - Placed in the
including 151B. Orders of the Day for Thursday
July 24, 2025

No comment

2025-06-27 H - Hearing
Scheduled - 07/08/2025, 1:00
PM - Committee Hearing
(Children, Families and Persons
with Disabilities), State House,
A-1 & Virtual 7/8/25 1:00 PM -
Committee Hearing, State
House, A-1 & Virtual

Aligns with MCAD mission on anti-discrimination

2025-05-06 H - Hearing
Scheduled - 05/13/2025, 1:00 PM - Committee Hearing (Children, Families and Persons with Disabilities), State House, A-1 & Virtual 5/13/25 1:00 PM - Committee Hearing, State House, A-1 & Virtual

Aligns with MCAD mission on anti-discrimination. Places of public accommodation should have equal opportunity for parents and caregivers to care for their children.

2025-05-01 H - Hearing
Scheduled - 05/07/2025, 10:30 AM - Committee Hearing (Cannabis Policy) 5/7/25 10:30 AM - Committee Hearing,

Aligns with MCAD mission on anti-discrimination.

2025-04-23 H - Hearing
Scheduled - 04/29/2025, 10:00 AM - Committee Hearing (Consumer Protection & Professional Licensure), State House, B-1 & Virtual 4/29/25 10:00 AM - Committee Hearing, State House, B-1 & Virtual

Increases accountability for real estate brokers who engage in discriminatory conduct. Agency supported this via oral testimony last session. 2025-07-03 H - Hearing Scheduled - 07/14/2025, 10:00 AM - Committee Hearing (Consumer Protection & Professional Licensure), State House, A-2 and Virtual 7/14/25 10:00 AM - Committee Hearing, State House, A-2 and Virtual

No comment 2025-02-27 H - House concurred

No comment 2025-02-27 H - House concurred

No comment

2025-02-27 H - House
concurrent

Aligns with MCAD mission on anti-
discrimination

2025-02-27 H - House
concurrent

Adds "special medical status" as a protected
class to c. 151C and changes jurisdiction to
"continued enrollment" throughout.
Amendments should include updating a full list
of protected classes and statute of limitations.

2025-06-25 H - Hearing
Scheduled - 07/08/2025, 1:00
PM - Committee Hearing
(Education), State House, B-2
and Virtual 7/8/25 1:00 PM -
Committee Hearing, State
House, B-2 and Virtual

Aligns with the MCAD mission and anti-discrimination provisions in 151C

2025-06-25 H - Hearing
Scheduled - 07/08/2025, 1:00
PM - Committee Hearing
(Education), State House, B-2
and Virtual 7/8/25 1:00 PM -
Committee Hearing, State
House, B-2 and Virtual

Aligns with MCAD mission and education on anti-discrimination

2025-02-27 H - House
concurred

No comment

2025-06-06 H - Hearing
Scheduled - 06/17/2025, 1:00
PM - Committee Hearing
(Education), State House, B-2
and Virtual 6/17/25 1:00 PM -
Committee Hearing, State
House, B-2 and Virtual

No comment

2025-02-27 H - House
concurrent

No comment

2025-02-27 H - House
concurrent

Employers of PCAs added to definition of employer, thereby making PCAs covered by 151B (similar to what domestic workers law did). Refile - Failed in Committee last 2 sessions.

2025-06-27 S - Referred,
pursuant to an order adopted by
the two branches, to the
committee on Aging and
Independence

Aligns with MCAD mission on anti-discrimination

2025-06-27 S - Referred,
pursuant to an order adopted by
the two branches, to the
committee on Aging and
Independence

Prohibits the Commonwealth, its agencies, schools, employers, and public accommodations from requiring mRNA vaccine

2025-02-27 S - Referred to Joint Committee on Emergency Preparedness and Management

No comment

2025-06-16 H - Hearing
Scheduled - 06/24/2025, 10:30 AM - Committee Hearing (Financial Services), State House, Gardner Auditorium and Virtual 6/24/25 10:30 AM - Committee Hearing, State House, Gardner Auditorium and Virtual

No comment

2025-06-16 H - Hearing
Scheduled - 06/24/2025, 10:30 AM - Committee Hearing (Financial Services), State House, Gardner Auditorium and Virtual 6/24/25 10:30 AM - Committee Hearing, State House, Gardner Auditorium and Virtual

No comment

2025-06-03 H - Hearing
Scheduled - 06/10/2025, 10:30
AM - Committee Hearing
(Financial Services), State
House, A-2 and Virtual 6/10/25
10:30 AM - Committee Hearing,
State House, A-2 and Virtual

This bill would require too much involvement
by the MCAD in medical decision making.
This would require extensive funding to hire
subject matter experts.

2025-06-06 H - Hearing
Scheduled - 06/18/2025, 11:00
AM - Committee Hearing
(Health Care Financing), State
House, Gardner Auditorium and
Virtual 6/18/25 11:00 AM -
Committee Hearing, State
House, Gardner Auditorium and
Virtual

Would have MCAD involved in land use
practices which is outside its area of expertise.
This would require extensive funding to hire
subject matter experts to investigate this type of
discrimination.

2025-06-18 H - Hearing
Scheduled - 06/25/2025, 1:00
PM - Committee Hearing
(Housing), State House, B-1
6/25/25 1:00 PM - Committee
Hearing, State House, B-1

Amend to add tie back to 151B s. 4(10)

2025-02-27 H - House
concurred

No comment

2025-05-27 H - Hearing
Scheduled - 06/04/2025, 9:00
AM - Committee Hearing
(Housing), State House, B-2
6/4/25 9:00 AM - Committee
Hearing, State House, B-2

Requires window guards for housing with
children under the age of 6. Amend to add
MCAD as enforcers for discrimination

2025-02-27 H - House
concurrent

No comment

2025-02-27 H - House
concurrent

No comment

2025-04-01 H - Hearing
Scheduled - 04/08/2025, 1:00
PM - Committee Hearing
(Judiciary), State House Room
A-2 and Virtual 4/8/25 1:00 PM
- Committee Hearing, State
House Room A-2 and Virtual

No comment

2025-02-27 H - House
concurred

No comment

2025-06-16 S - Referred to
Senate Committee on Ways &
Means

No comment

2025-06-11 H - Hearing
Scheduled - 06/17/2025, 1:00
PM - Committee Hearing
(Judiciary), State House, A-2
and Virtual 6/17/25 1:00 PM -
Committee Hearing, State
House, A-2 and Virtual

No comment

2025-02-27 H - House
concurrent

MCAD would seek clarity with regard to terms
and enforcement

2025-02-27 H - House
concurrent

No comment

2025-02-27 H - House
concurrent

MCAD supports expanding protections to support unpaid workers.

2025-07-16 H - Hearing
Scheduled - 07/29/2025, 1:00
PM - Committee Hearing
(Judiciary), State House, A-2
and Virtual 7/29/25 1:00 PM -
Committee Hearing, State
House, A-2 and Virtual

Expands MCAD jurisdiction to claims of physical injury from products.

2025-02-27 H - House
concurrent

Aligns with the MCAD mission and anti-discrimination provisions in 151C

2025-02-27 H - House concurred

No comment

2025-07-16 H - Hearing
Scheduled - 07/29/2025, 1:00 PM - Committee Hearing (Judiciary), State House, A-2 and Virtual 7/29/25 1:00 PM - Committee Hearing, State House, A-2 and Virtual

No comment

2025-02-27 H - House concurred

No comment

2025-02-27 H - House
concurring

Need clarity with regard to enforcement and evidence necessary to prove discrimination. This is consistent with last session seeking input relative to commissioners' official position.

2025-02-27 H - House
concurring

No comment

2025-04-01 H - Hearing
Scheduled - 04/08/2025, 1:00
PM - Committee Hearing
(Judiciary), State House Room
A-2 and Virtual 4/8/25 1:00 PM
- Committee Hearing, State
House Room A-2 and Virtual

Creates protected class status for victims of abusive behavior in the context of employment; still requires amendment per last session's conversations.

2025-05-07 H - Hearing
Scheduled - 05/13/2025, 11:00
AM - Committee Hearing
(Labor & Workforce
Development), State House, B-1
& Virtual 5/13/25 11:00 AM -
Committee Hearing, State
House, B-1 & Virtual

Only the MCAD should be promulgating regulations under 151B

2025-05-23 H - Hearing
Scheduled - 06/10/2025, 11:00
AM - Committee Hearing
(Labor & Workforce
Development), State House, B-1
& Virtual 6/10/25 11:00 AM -
Committee Hearing, State
House, B-1 & Virtual

No comment

2025-02-27 H - House
concurred

Application based delivery workers would be employees subject to 151B under this law.

2025-02-27 H - House
concurred

No comment

2025-06-12 H - Hearing
Scheduled - 06/18/2025, 1:00
PM - Committee Hearing (Labor
& Workforce Development),
State House, B-1 and Virtual
6/18/25 1:00 PM - Committee
Hearing, State House, B-1 and
Virtual

This is an anti-workplace statute under 149 and
not 151B.

2025-06-12 H - Hearing
Scheduled - 06/18/2025, 1:00
PM - Committee Hearing (Labor
& Workforce Development),
State House, B-1 and Virtual
6/18/25 1:00 PM - Committee
Hearing, State House, B-1 and
Virtual

2025-02-27 H - House
concurrent

No comment

2025-07-09 H - Hearing
Scheduled - 07/15/2025, 10:30
AM - Committee Hearing
(Labor & Workforce
Development), State House, B-2
& Virtual 7/15/25 10:30 AM -
Committee Hearing, State
House, B-2 & Virtual

Clarification on MCAD enforcement

2025-05-07 H - Hearing
Scheduled - 05/13/2025, 11:00
AM - Committee Hearing
(Labor & Workforce
Development), State House, B-1
& Virtual 5/13/25 11:00 AM -
Committee Hearing, State
House, B-1 & Virtual

No comment

2025-06-12 H - Hearing
Scheduled - 06/18/2025, 1:00
PM - Committee Hearing (Labor
& Workforce Development),
State House, B-1 and Virtual
6/18/25 1:00 PM - Committee
Hearing, State House, B-1 and
Virtual

Potential enforcement questions. Wait to see if it gets out of committee. Adds the unemployed as a protected class as well as prevents discrimination to those who fail to disclose social media password.

2025-05-07 H - Hearing
Scheduled - 05/13/2025, 11:00
AM - Committee Hearing
(Labor & Workforce
Development), State House, B-1
& Virtual 5/13/25 11:00 AM -
Committee Hearing, State
House, B-1 & Virtual

No comment

2025-02-27 H - House
concurrent

No comment

2025-06-12 H - Hearing
Scheduled - 06/18/2025, 1:00
PM - Committee Hearing (Labor
& Workforce Development),
State House, B-1 and Virtual
6/18/25 1:00 PM - Committee
Hearing, State House, B-1 and
Virtual

No comment

2025-02-27 H - House
concurrent

No comment

2025-02-27 H - House
concurrent

This would increase protections under lead law. 2025-02-27 H - House
Changes protections under MA lead laws to all concurrent
rentals irrespective of the age of residents

No comment

2025-06-30 H - Hearing
Scheduled - 07/10/2025, 9:00
AM - Committee Hearing
(Public Health), State House, A-
1 and Virtual 7/10/25 9:00 AM -
Committee Hearing, State
House, A-1 and Virtual

No comment

2025-06-06 H - Hearing
Scheduled - 06/11/2025, 9:00
AM - Committee Hearing
(Public Health), State House, A-
1 and Virtual 6/11/25 9:00 AM -
Committee Hearing, State
House, A-1 and Virtual

No comment

2025-06-06 H - Hearing
Scheduled - 06/11/2025, 9:00
AM - Committee Hearing
(Public Health), State House, A-
1 and Virtual 6/11/25 9:00 AM -
Committee Hearing, State
House, A-1 and Virtual

No comment

2025-02-27 H - House
concurrent

No comment

2025-02-27 H - House
concurrent

No comment

2025-06-02 H - Hearing
Scheduled - 06/06/2025, 10:00
AM - Committee Hearing
(Public Health), State House,
Gardner Auditorium and Virtual
6/6/25 10:00 AM - Committee
Hearing, State House, Gardner
Auditorium and Virtual

No comment

2025-06-20 H - Hearing
Scheduled - 06/26/2025, 1:00
PM - Committee Hearing
(Public Safety and Homeland
Security), State House, A-2 and
Virtual 6/26/25 1:00 PM -
Committee Hearing, State
House, A-2 and Virtual

No comment

2025-05-02 H - Hearing
Scheduled - 05/07/2025, 1:00
PM - Committee Hearing
(Public Safety and Homeland
Security), State House, A-2
5/7/25 1:00 PM - Committee
Hearing, State House, A-2

No comment

2025-02-27 H - House
concurred

Aligns with MCAD mission on anti-discrimination

2025-06-20 H - Hearing
Scheduled - 06/26/2025, 1:00 PM - Committee Hearing (Public Safety and Homeland Security), State House, A-2 and Virtual 6/26/25 1:00 PM - Committee Hearing, State House, A-2 and Virtual

Preference would be to include a broader definition of "caregiver" to more thoroughly include "associational discrimination"

2025-02-27 H - House concurred

This is MCAD funding bill

2025-05-08 H - Hearing
Scheduled - 05/13/2025, 10:30 AM - Committee Hearing (Revenue), State House, A-1 & Virtual 5/13/25 10:30 AM - Committee Hearing, State House, A-1 & Virtual

No comment

2025-02-27 H - House concurred

Aligns with MCAD mission on anti-discrimination

2025-05-30 H - Hearing
Scheduled - 06/04/2025, 11:00 AM - Committee Hearing (State Administration & Regulatory Oversight), State House, Gardner Auditorium and Virtual
6/4/25 11:00 AM - Committee Hearing, State House, Gardner Auditorium and Virtual

Updates terminology

2025-02-27 H - House concurred

No comment

2025-07-03 H - Hearing
Scheduled - 07/15/2025, 1:00 PM - Committee Hearing (State Administration & Regulatory Oversight), State House, B-1 and Virtual
7/15/25 1:00 PM - Committee Hearing, State House, B-1 and Virtual

No comment

2025-07-14 H - Hearing
Scheduled - 07/22/2025, 10:00 AM - Committee Hearing (State Administration & Regulatory Oversight), State House, A-1 and Virtual
7/22/25 10:00 AM - Committee Hearing, State House, A-1 and Virtual

No comment

2025-02-27 H - House
concurrent

Creates stand alone commission on harassment
and sexual assault in the Legislature
exclusively and creates duplication with
Chapter 151B anti-retaliation provisions.

2025-03-10 H - House
concurrent

No comment

2025-03-10 H - House
concurrent

No comment

2025-02-27 H - House
concurrent

No comment

2025-02-27 H - House
concurrent

No comment

2025-07-10 H - Hearing
Scheduled - 07/22/2025, 1:00
PM - Committee Hearing
(Tourism, Arts & Cultural
Development), State House, B-2
& Virtual 7/22/25 1:00 PM -
Committee Hearing, State
House, B-2 & Virtual

No comment

2025-05-27 H - Hearing
Scheduled - 06/03/2025, 11:00
AM - Committee Hearing
(Transportation), State House, B-
2 and Virtual 6/3/25 11:00 AM -
Committee Hearing, State
House, B-2 and Virtual

No comment

2025-06-26 S - New draft
substituted - see SB2538

No comment

2025-06-30 S - Printed-as-
amended version - see SB2543

No comment

2025-07-16 H - Passed to be
engrossed (136/23)

No comment

2025-05-05 S - Referred to Joint
Committee on Rules

No comment

2025-07-14 S - Referred to Joint
Committee on Labor and
Workforce Development