

**An Act to Establish Employment Leave and Safety Remedies to Victims
of Domestic Violence, Stalking and Sexual Assault**

SB

Senator Cynthia Creem (D) 1st Norfolk & Middlesex

General Summary of the Act

This legislation would protect employees who are victims of domestic violence, sexual assault or stalking from being penalized in the workplace for taking time off to address issues related to being a victim of such crimes.

Relevant Specifics of the Act

Specifically An Act to Establish Employment Leave and Safety Remedies to Victims of Domestic Violence, Stalking and Sexual assault would amend M.G.L. c. 149 (Labor and Industries) by:

Proposing that any businesses that employ more than fifty employees, allow victims to take up to fifteen days of leave from work, with or without pay, if the employee, or a family or household member of such employee, is a victim of domestic violence, a victim of stalking, or a victim of a sexual assault.

Such leave would be used to address issues arising from domestic abuse, stalking, or sexual assault in order to seek or obtain a court order of protection, medical attention, counseling, victim services, legal assistance, secure housing, or to appear in court as a witness, attend child custody proceedings, or consult with a district attorney or other law enforcement official.

Additionally, this legislation would develop a model workplace safety policy, training curriculum, and workplace safety procedures and protocols for employers in order to increase awareness, minimize the workplace risks, and help employers properly respond to employees who disclose.

In addition an employee who is a victim of domestic violence may take up to 6 months of unpaid leave in the event that such employee seeks emergency shelter placement. In such cases, employers shall make every attempt to allow that employee to return to work to the original or equivalent position.

Current Status

This bill is waiting for assignment to a committee.