



THE GENERAL COURT OF MASSACHUSETTS
STATE HOUSE, BOSTON 02133-1053

June 3, 2019

Honorable Karen E. Spilka
President of the Senate
State House, Room 332
Boston, MA 02133

Honorable Robert A. DeLeo
Speaker of the House of Representatives
State House, Room 356
Boston, MA 02133

Dear Madam President and Mr. Speaker,

In light of recent communications from a unified group of business, labor, and social justice organizations, as well as countless conversations that each of us have had with business owners and constituents in our own districts, we write to urge the Senate and House to adopt a three-month delay in the implementation of the recently established paid family and medical leave program.

This law required the creation of a new state agency, the Department of Family and Medical Leave (DFML), and the subsequent promulgation of the necessary rules and regulations to govern a program of considerable scope. This task is enormous, and the Department of Labor and Workforce Development has done a more than admirable job in the creation of the DFML and issuance of draft regulations in less than a year.

However, the finalization of those regulations and the process of adequately educating the millions of employees and tens of thousands of employers who will be expected to abide by this law require more time. We fear that maintaining the July 1, 2019 launch date will result in an incomplete and unsuccessful launch of the program, an unfair proposition to those who have worked so hard to this point, and to millions of MA residents. It is our belief that a three-month delay, rather than weakening or undercutting the law and its intentions, will strengthen it and ensure a smooth rollout with broad adoption by all impacted. Such a delay of required contributions to October 1, 2019 will allow for the more complete finalization and understanding of the regulations, processes for payroll deductions, and ability for insurance providers to develop private options.

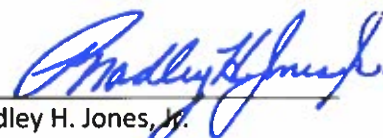
While we also support the multiple amendments proposed by Raise Up MA and the business community in their letter dated May 20, 2019, as we feel these proposals will bring further clarity and coherence with the IRS and federal FMLA laws, our primary concern is to establish a three-month delay in implementation.

We thank you for your consideration of this crucial matter and once again urge your action to further support MA workers, employers, and the Department of Labor and Workforce Development by allowing a thorough and smooth roll-out of this new program.

Sincerely,




Joseph D. McKenna
State Representative
18th Worcester District



Bradley H. Jones, Jr.
State Representative
20th Middlesex District



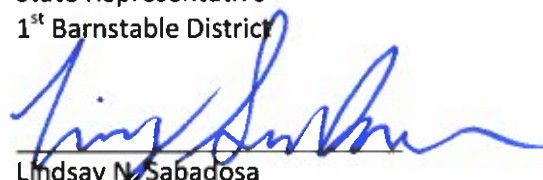
Elizabeth A. Poirier
State Representative
14th Bristol District



Timothy R. Whelan
State Representative
1st Barnstable District



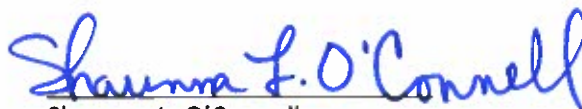
Paul McMurty
State Representative
11th Norfolk District



Lindsay N. Sabadosa
State Representative
1st Hampshire District



Steven S. Howitt
State Representative
4th Bristol District



Shaunna L. O'Connell
State Representative
3rd Bristol District



Marc T. Lombardo
State Representative
22nd Middlesex District



Hannah Kane
State Representative
11th Worcester District



Susan Williams Gifford
State Representative
2nd Plymouth District

Russell E. Holmes
State Representative
6th Suffolk District



Shawn Dooley
State Representative
9th Norfolk District



Michael J. Soter
State Representative
8th Worcester District



David T. Vieira
State Representative
3rd Barnstable District



Kimberly N. Ferguson
State Representative
1st Worcester District



F. Jay Barrows
State Representative
1st Bristol District



Angelo L. D'Emilia
State Representative
8th Plymouth District



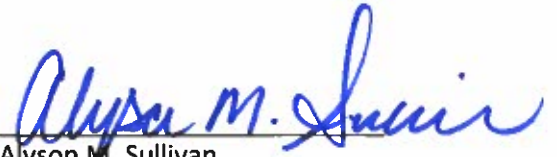
Nicholas A. Boldyga
State Representative
3rd Hampden District



Todd M. Smola
State Representative
1st Hampden District



Peter J. Durant
State Representative
6th Worcester District



Alyson M. Sullivan
State Representative
7th Plymouth



Dean A. Tran
State Senator
Worcester & Middlesex District




Michael O. Moore
State Senator
2nd Worcester District



Mathew J. Muratore
State Representative
1st Plymouth District



Norman J. Orrall
State Representative
12th Bristol District



Lenny Mirra
State Representative
2nd Essex District



William L. Crocker, Jr.
State Representative
2nd Barnstable District



David K. Muradian, Jr.
State Representative
9th Worcester District



John C. Velis
State Representative
4th Hampden District



Bradford Hill
State Representative
4th Essex District



Randy Hunt
State Representative
5th Barnstable District



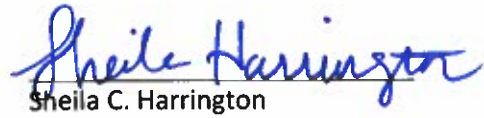
Paul K. Frost
State Representative
7th Worcester District



David Allen Robertson
State Representative
19th Middlesex District



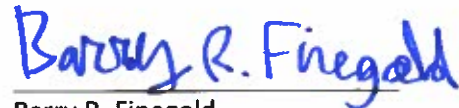
Anne M. Gobi
State Senator
Worcester, Hampden, Hampshire & Middlesex District



Sheila C. Harrington
State Representative
1st Middlesex District



Brian M. Ashe
State Representative
2nd Hampden District




Barry R. Finegold
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2nd Essex & Middlesex

Joseph W. McGonagle, Jr.
State Representative
28th Middlesex District




Patricia A. Haddad
State Representative
5th Bristol District


Colleen M. Garry
State Representative
36th Middlesex District



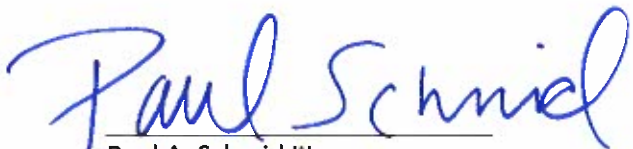
Donald F. Humason, Jr.
State Senator
2nd Hampden & Hampshire




Donald R. Berthaume, Jr.
State Representative
5th Worcester District




David F. DeCoste
State Representative
5th Plymouth District



Paul A. Schmid III
State Representative
8th Bristol District



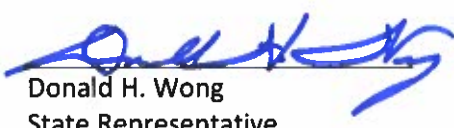
Ryan C. Fattman
State Senator
Worcester & Norfolk District



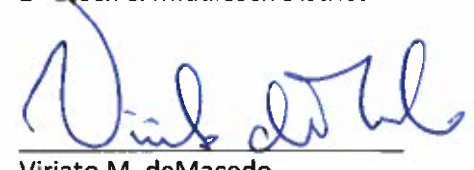
Angelo J. Puppolo, Jr.
State Representative
12th Hampden District




Bruce E. Tarr
State Senator
1st Essex & Middlesex District



Donald H. Wong
State Representative
9th Essex District



Viriato M. deMacedo
State Senator
Plymouth & Barnstable District



Patrick M. O'Connor
State Senator
Plymouth & Norfolk District



James M. Kelcourse
State Representative
1st Essex District
