Massachusetts Parental Leave Act

This policy describes time off from work under the Massachusetts law known as the Massachusetts Parental Leave Act (MPLA). MPLA is available for employees who have given birth or who are considered the primary caregivers of a biological or adopted child, as described in this document. This policy describes eligibility for MPLA, leave availability, the process for requesting leave, benefits coverage, job restoration and other topics.

Eligibility

Under the MPLA, all Benefits Eligible employees who have been employed by Boston Children’s Hospital’s as a full-time employee for at least three consecutive months are eligible for job protected leave for the:

- the birth of a newborn,
- caring for a newly placed child under the age of 18 or under the age of 23 if the child is mentally or physically disabled, or
- an adoption or covered adoption leave.

Leave Coverage

Leave under MPLA begins on the first day of the employee is out of work due to the birth or adoption of their child. Under MPLA, the length of leave is 8 weeks per child. Boston Children’s Hospital benefits eligible employees with at least 6 months of service may be approved for up to 12 weeks of leave.

In most instances, FMLA leave runs concurrently (overlaps) with MPLA leave. This means that if an employee is eligible for time off under both MPLA and FMLA, the combined total leave available is 12 weeks.

If both parents are employees of Boston Children’s Hospital and wish to take leave, please contact Human Resources to determine eligibility and coverage.

Leave Request Process

An employee must notify their manager and provide at least two (2) weeks notice of his/her anticipated date of departure and intention to return. In cases where the leave is not foreseeable, the employee should give notice as soon as practicable. To apply for a MPLA leave, please refer to the Leave of Absence FAQs for Employees. See the FMLA Policy for more details.

Pay and Benefits during Leave

Pay and benefits are the same as for employees on FMLA Leave. See the Human Resources Manual: FMLA Policy for more details.
Return to Work

Return to work is the same as for employees on FMLA Leave. See the Human Resources Manual: FMLA Policy for more details.

Job Restoration

Employees returning from MPLA Leave at the end of their approved leave period will be returned to their original job, or to an equivalent job with equivalent pay and benefits, in accordance with the MPLA and other applicable laws. After 8 weeks of parental leave, employees must return to work unless they are entitled to and have been approved for additional time off under the FMLA or another Hospital policy.

Related Information

Employees taking MPLA leave may also wish to inquire about other Boston Children’s Hospital programs that provide support for parenting needs, such as the Adoption Assistance Program, the Boston Children’s Child Care Center, and the Employee Assistance Program. For more information, contact the HR Employee Service Center at HRESC@Childrens.Harvard.edu.

Related Content

**Human Resources Manual**
- General Policy for Leaves of Absence
- Family and Medical Leave Act Policy
- Earned Time

**Employee Benefits and Services**
- Adoption Assistance Program
- Child Care Center
- General Policy for Leaves of Absence
- Family and Medical Leave Act Policy
- Earned Time

**Tools**
- Leave of Absence FAQs for Employees
- Leave of Absence – Benefits Outline
- Benefit Election Form

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