

Royal Newsletter

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Reminder

We can provide you with our diversity certifications to demonstrate that you do business with a certified woman-owned company.

Check Out Our Blog

[Women In Labor](#)

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Firm News



Royal's association with Of Counsel attorneys, Jane Minasian and Sheila Becker, has proved to be a meaningful one. Indeed, it has led to some interesting, timely, and novel legal engagements. For example, Royal attorneys has been serving as legal counsel on an international "COVID fighters" team comprised of executive management of a global corporation. Our role has included developing contracts related to vaccination clinics around the world. Similarly, we have been engaged by two other global corporations to provide legal advice on innovative projects.

In the Community

Royal was proud to sponsor BusinessWest's Annual Difference Makers event on March 19, 2021. This event honored seven individuals/businesses in our area who make a difference in our community.

We are excited to sponsor the CHD Cancer House of Hope's Golf Tournament on September 13, 2021. Register and come out to try our very own signature "Royal" cocktail!

Employment Law Updates

Massachusetts COVID-19 Emergency Paid Sick Leave

On Friday, May 28, 2021, Governor Baker signed an act that requires Massachusetts employers to provide COVID-19 emergency sick leave to employees effective immediately. Employees are eligible for the emergency sick leave if they are diagnosed with COVID, required to quarantine or need to care for a family member who is sick with COVID. The COVID emergency sick leave is also available to employees who are getting vaccinated or recovering from vaccine side effects.

Employees are eligible for up to 5 days of leave, at their regular rate of pay, capped at \$850 a week. Employers may not require employees to use other types of paid leave before they use COVID-19 emergency leave. Also, employers may not interfere with an employee's ability to take the emergency sick leave or discipline an employee for taking the leave.

The Act creates a \$75 million fund to reimburse employers for providing employees with the emergency sick leave. Employers seeking reimbursement must have employees submit a written request. Employers should use a form to collect the required information from employees. The requirement to provide COVID emergency sick leave will last until September 30, 2021, or until the fund runs out. While employers must comply with this new law immediately, guidance on the mechanics of the law have yet to be released. The Commonwealth claims such guidance will be given "in the coming weeks."

Unemployment Solvency Fix passed by the MA House of Representatives

On May 18, 2021, the Massachusetts House of Representatives passed legislation to address the overwhelming Unemployment Insurance bills employers received in April. The plan would reduce the solvency assessment rate from 9.23% to 1.12% by shifting COVID related claims into a new account to be paid down over a period of 20 years. Payment of the first-quarter UI bill would be pushed back to July 31st when the second-quarter bills will also be due. Employers who already paid their first-quarter bill would be given a tax credit for the difference.

The House's plan does not use any of the federal relief money to offset the long-term deficits in State's unemployment trust. So, while this plan is an important first step in relieving the short-term burden on employers, industry groups continue to urge the State to use federal relief funds to refill the unemployment trust, which was depleted by the COVID crisis.

The plan would also require employers to provide sick leave to employees who are sick with COVID or are getting vaccinated. The sick leave would be capped at 40 hours with a maximum benefit of \$850. Employers would then be reimbursed through state funds. After August 1st, the system will go back to charging new COVID related unemployment claims directly to employers.

If you have any questions about any labor and employment law matters, please contact the attorneys at The Royal Law Firm at (413) 586-2288.

Royal

We know business matters.