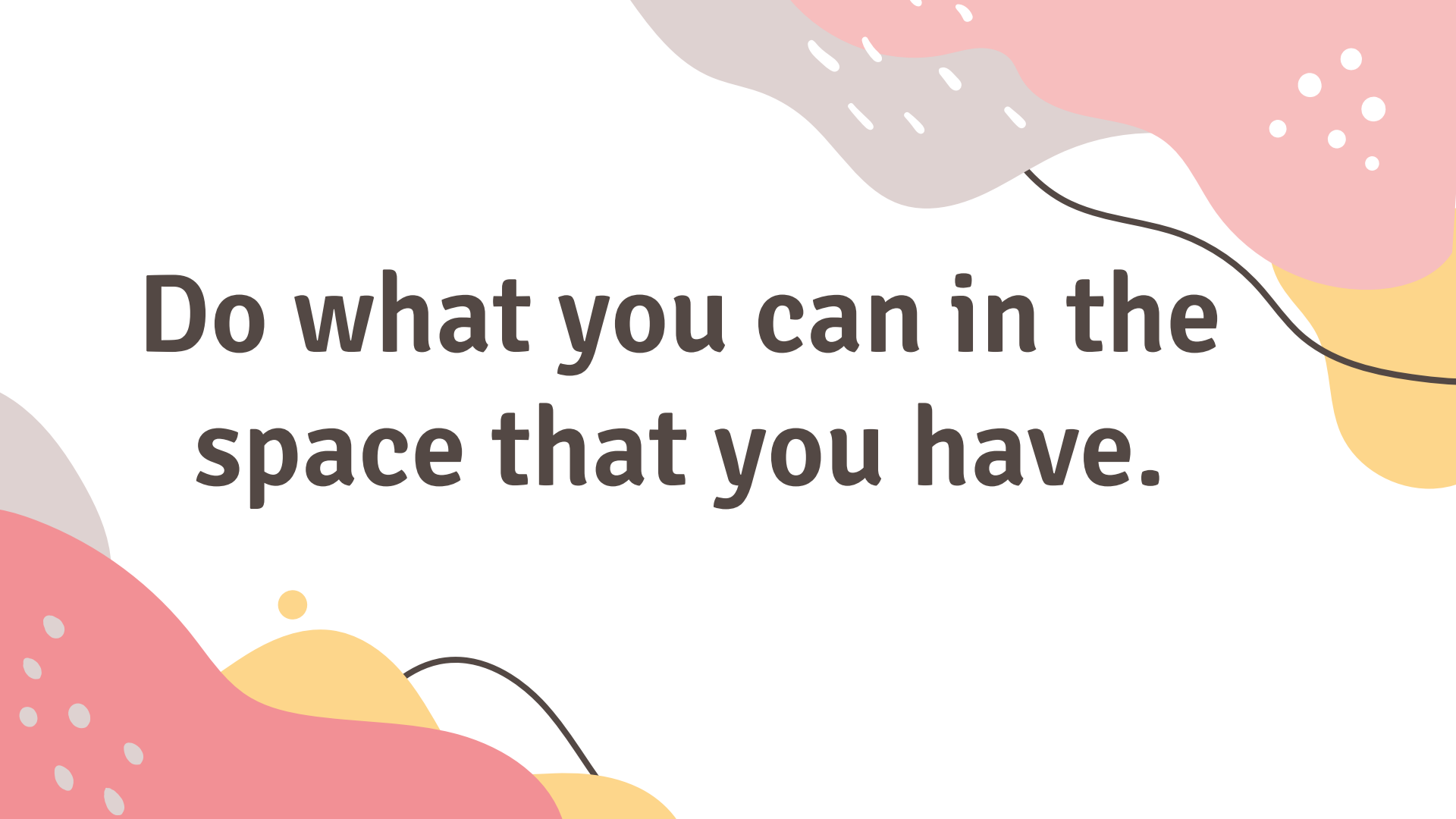




**MMHR Legislative
Update May 2020**



**Do what you can in the
space that you have.**



Lisa Adams

Senior Legislative Analyst for the MMA. This is my last day! Please contact John Robertson, our Legislative Director, for issues relating to Personnel & Labor Relations.



01

Federal COVID-19 Legislation

02

**Massachusetts COVID-19
Legislation**

03

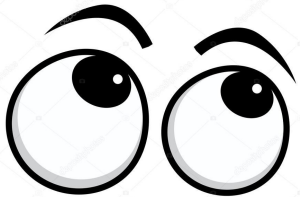
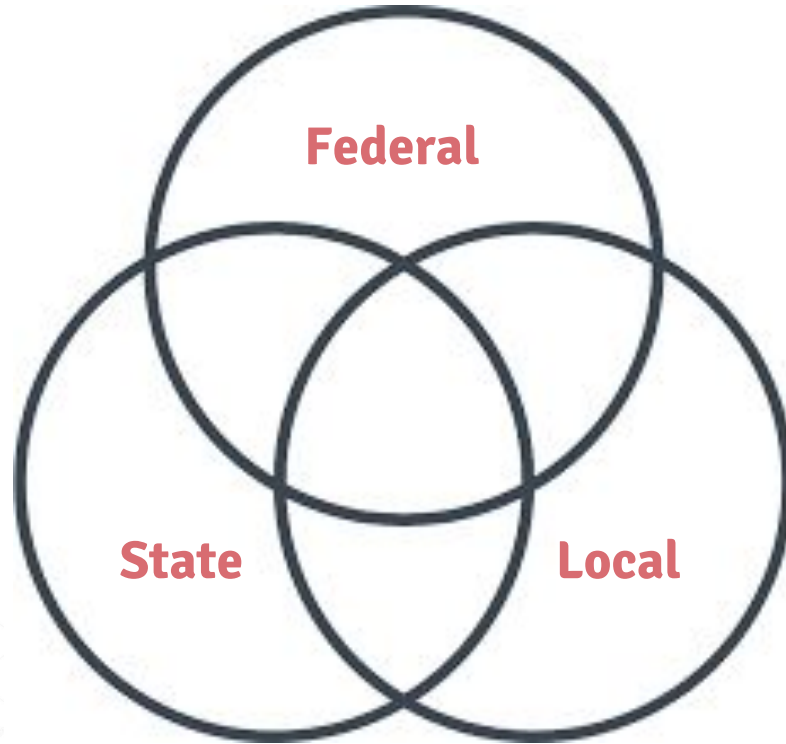
Reopening Safety Standards

04

Employer Liability



COVID-19 Legislation





01
Federal
COVID-19
Legislation

Federal COVID-19 Legislation

Coronavirus Preparedness and Response Supplemental Appropriations Act- March 4

- Provided \$8.3 billion in emergency funding for federal agencies to respond to the coronavirus outbreak related to developing a vaccine, medical supplies, grants for public health agencies, small business loans, and assistance for health systems in other countries. Allowed for temporarily waiving Medicare restrictions and requirements regarding telehealth services.

Families First Coronavirus Response Act- March 18

- Guaranteed free coronavirus testing, established paid leave, enhanced unemployment insurance, expanded food security initiatives, and increased federal Medicaid funding.

Coronavirus Aid, Relief, and Economic Security Act- March 27

- A \$2 trillion coronavirus relief bill, which gives \$1,200 to each American making \$75,000 a year or less, adds \$600/week to unemployment benefits for four months, gives \$100 billion to hospitals and health providers, makes \$500 billion of loans or investments to businesses, states and municipalities, and \$32 billion in grants to the airline industry, and more.

Federal COVID-19 Legislation

Health and Economic Recovery Omnibus Emergency Solutions Act (HEROES Act)- House released May 12

- \$3 trillion proposal
- **Provides \$375 billion for local and county governments**
- New \$1,200 stimulus check & \$1,200 for up to 3 dependents
- Hazard pay for essential workers
- Funding for coronavirus testing
- Rent and mortgage assistance
- Extension of \$600 weekly unemployment expansion
- Additional funding for the Supplemental Nutrition Assistance Program (SNAP)
- Funding for small businesses
- Emergency relief for the U.S. Postal Service
- Provisions for Election safety and facilitating voting by mail.
- **Provision that provides state and local employers with access to tax credits for paid sick and paid family leave mandated under the FFCRA**



02

**Massachusetts
COVID-19
Legislation**

Massachusetts Legislature

2019-2020

House

- Holding virtual formal sessions
- The world's oldest constitutional democracy voted remotely for the first time in its history on May 7
- Had not been in formal session since mid-March

Senate

- Senators voting from Senate chamber, from their offices through a court officer, or from home by sending a letter to the clerk authorizing another senator to vote on their behalf.

Session end date still June 30



Massachusetts COVID-19 Bills

- **3 bills related to local government so far (see MMA website)**
- **Senate passed a 4th bill last week- it's now with the House**
 - Extend deadlines for mayors to submit FY21 budgets
 - Allow select boards to lower quorum requirements for open town meeting
 - Gives representative town meetings the option to meet remotely
 - Allows towns to hold town meeting in a nearby community to facilitate social distancing
 - Allows communities to make payments under existing contracts for services

Massachusetts COVID-19 Bills

- **Elections Bill**

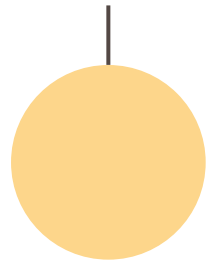
- safe conduction of elections
- committee hearing today (see MMA letter)

- **Budget**

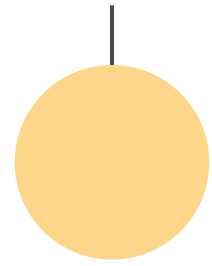
- last MTF forecast is that revenue could drop by \$4.4 billion next year (14%)
- still waiting on state budget
- Federal relief bill will help define state spending plan

Personnel & Labor Relations COVID-19 Bills

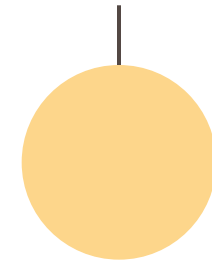
Unemployment
Insurance



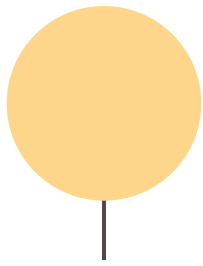
Some add
healthcare costs



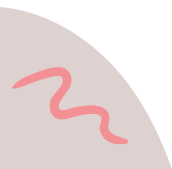
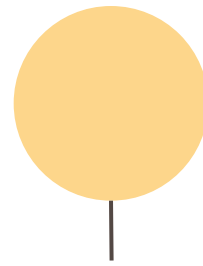
Provide financial
relief to
municipalities



Some add
personnel costs



Some prolong
pension funding



Personnel & Labor Relations COVID-19 Bills

H. 4631

Requires public employers to pay time-and-a-half compensation, or provide paid compensatory leave instead of additional salary, for every day employees are required to work outside their homes during the SOE. (Retroactive)

S. 2602

Creates a presumption for COVID-19 illnesses, including quarantine. MMA advocating for a paid sick leave program in lieu of a presumption.

**Check MMA
website for
letters of
testimony**

Pending Bills of Interest

S. 1096

Extends current
300-day SOL at MCAD
to 6 years
(SW&M)

S. 2677

Establishes a
municipal public
safety building
authority.
(SW&M)

S. 1410

Creates an extractor
bulk purchasing
program for fire
departments.
(SW&M)

S. 1100

Extends
whistleblower
protections to
municipal employees.
(SW&M)

H. 1681

PFML for municipal
employees.
(Reporting extended
to June 5)

**Parkinson's
Disease &
Contagious
Diseases
Presumptions**



03

**Reopening
Safety Standards**

DPH Mandatory Safety Standards for Workplaces

Standards will apply universally to all workplaces that are open in Phase 1, and are designed to reduce the risk of COVID-19 transmission to employees and customers.

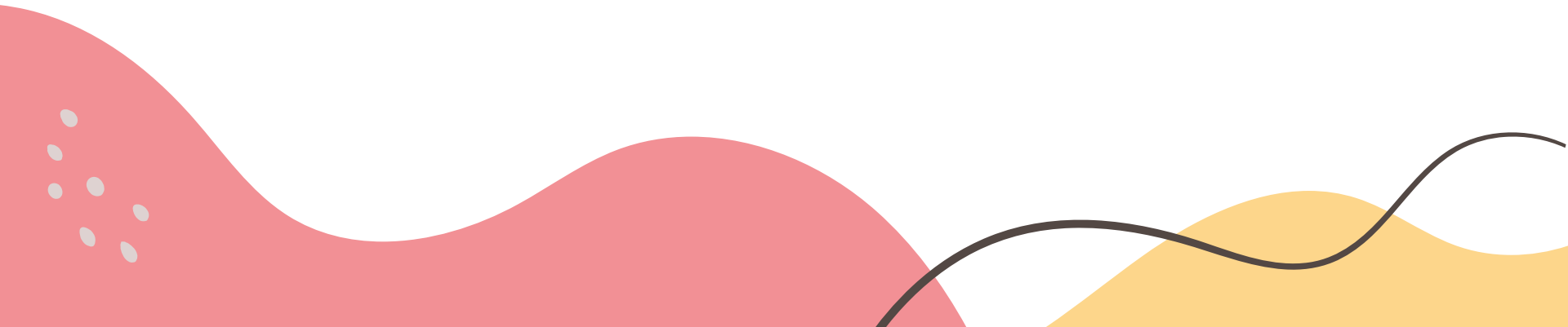
- **Social Distancing**
- **Hygiene Protocols**
- **Staffing and Operations**
- **Cleaning and Disinfecting**
- **Sector Specific Safety Protocols**
- <https://www.mass.gov/info-details/reopening-mandatory-safety-standards-for-workplaces>



04

**Employer
Liability**

Employer Liability: COVID-19

- More on this as workplaces reopen
 - Follow state guidelines for safety standards and plan development
 - **HAVE A REASONABLE REOPENING PLAN** for reducing COVID-19 exposure at work
 - Keep track of what is happened in Congress
 - Consult an attorney
- 

Keep in touch!

Commonwealth Human Resources Division



I'll miss you!

Thanks!

Please type all questions in the Q&A section.

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