

# DO YOU QUALIFY FOR EARNED SICK TIME?

Most employees whose **primary** place of work is Massachusetts have the right to Earned Sick Time. If you work in Massachusetts, you may be eligible even if your employer is out of state.

Massachusetts may be your primary place of work, even if less than half of your hours are in-state. Eligibility is not based on the number of hours worked. The Earned Sick Time Law applies to part-time, full-time, temporary, seasonal, and other employees.

Use this flowchart to see if you may be eligible. You may also visit:  
[www.mass.gov/ago/earnedsicktime](http://www.mass.gov/ago/earnedsicktime)

## Do you work primarily in Massachusetts?

**YES**

**NO**

### Do you work for...

- The federal government or for a city, town, or other local public employer, such as a school committee?
- A college or university in Massachusetts where you are also a student?

### Or are you...

- A school-aged student covered by the Individuals with Disabilities Education Act (IDEA)?
- An adult client living in a Massachusetts licensed program with work duties in the program setting as part of your bona fide educational or vocational training?

Your employer is probably **not** required to provide Earned Sick Time.

**YES**

**NO**

"Yes" to any of these questions means you may **not** qualify for Earned Sick Time.

"No" to all of these questions means **you likely qualify** for Earned Sick Time.

OFFICE OF ATTORNEY GENERAL ANDREA JOY CAMPBELL  
[WWW.MASS.GOV/AGO](http://WWW.MASS.GOV/AGO)

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One Ashburton Place  
Boston, MA 02108  
Phone: (617) 727-2200

1350 Main Street, 4th Floor  
Springfield, MA 01103  
Phone: (413) 784-1240

700 Pleasant Street, Suite 310  
New Bedford, MA 02740  
Phone: (508) 990-9700

10 Mechanic Street - Suite 301  
Worcester, MA 01608  
Phone: (508) 792-7600

