



CITY OF SOMERVILLE, MASSACHUSETTS

*PERSONNEL OFFICE*

JOSEPH A. CURTATONE

MAYOR

*WILLIAM M. ROCHE*  
DIRECTOR

*CANDACE COOPER*  
DEPUTY DIRECTOR

September 3, 2015

Alderman Neidergang,

I am in receipt of your board order Item # 199797 submitted at the Somerville Board of Aldermen meeting on August 27, 2015

**Agenda Item 199717**

*That the Director of Personnel inform this Board whether the new sick-leave law approved by voters last November applies to all City employees, and if not, who is excluded, and whether there are plans to address this exclusion.*

*Please note:*

The earned sick time law, M.G.L. c. 149 § 148C, was approved by the voters on November 4, 2014. In summary, the law entitles applicable employees in Massachusetts to earn and use sick time according to certain conditions. The law does not apply to municipal employees. The City of Somerville can opt in to the law if it is accepted by vote of the Board of Aldermen in accordance with the city charter or by appropriation, as provided in Article CXV of the Amendments to the Constitution of the Commonwealth.

Currently, all non-union COS employees who work on a regularly scheduled minimum of twenty (20) hours per week are granted sick pay on a pro-rata basis, as determined by the number of regularly scheduled hours compared to the normal workweek in his or her given department. All union represented employees are granted sick time as defined in their respective Collective Bargaining Agreement.

All non-union employees working less than 20 hours/week are currently not entitled to any benefits and this includes sick time.

I hope this answers your question.

If you require additional information please contact me.

Thank you,

A handwritten signature in black ink that reads "William M. Roche".

cc: BOA members

