



*The Commonwealth of Massachusetts*  
*House of Representatives*  
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October 19, 2017

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To Whom It May Concern:

It has been brought to my attention that JetBlue workers at Logan International Airport have been subjected to repeated violations of the Earned Sick Time Law, and that JetBlue has taken a position that the company is not subject to this law because the company is not based in Massachusetts. I take these allegations very seriously, and have contacted the Attorney General's Office to bring awareness to the issue, gather information surrounding the Earned Sick Time Law (G.L. c. 149, s. 148C), and learn how I can be helpful to the affected workers.

As you may know, the Earned Sick Time Law explicitly states the requirements of employers, as well as the repercussions for retaliation against employees for utilizing their sick time and exercising their rights.

You may find the following information helpful:

- o The Earned Sick Time statute can be found online at <https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter149/Section148C>
- o Visiting [www.mass.gov/ago/earnedsicktime](http://www.mass.gov/ago/earnedsicktime) is helpful to answer questions about the law
- o Additional resources on the Attorney General's site include the AG's regulations and the following helpful documents prepared by her office:
  - "Does Your Employer's Earned Sick Time Policy Follow State Law?" <http://www.mass.gov/ago/docs/workplace/earned-sick-time/est-policy-following-law-052316.pdf>
  - "Frequently Asked Questions" <http://www.mass.gov/ago/docs/workplace/earned-sick-time/est-faqs.pdf>. Subsection C specifically addresses which employers are covered by the law, including provisions for employers based outside of Massachusetts.

If you believe that there has been a violation of this law, I recommend reporting this to the Attorney General's Office by using the following online form:

[https://www.eform.ago.state.ma.us/ago\\_eforms/forms/npwc\\_eocomplaint.action?language=en\\_US](https://www.eform.ago.state.ma.us/ago_eforms/forms/npwc_eocomplaint.action?language=en_US).

The Attorney General cannot enforce the law if there are not documented complaints. With that being said, the Attorney General's Office does not take all complaints to court. If a high volume of complaints about a particular employer are brought to the attention of the Attorney General's Office, this may build stronger momentum to bring the action to court.

If you have any questions or concerns about action taken by your employer surrounding sick time, wages, etc., you and your members can always call the Attorney General's Fair Labor Hotline at (617) 727-3465. This hotline is confidential and multilingual. Additional information can be found online at <http://www.mass.gov/ago/doing-business-in-massachusetts/workplace-rights/>

I will continue to advocate on your behalf with the Attorney General's office; however, I strongly recommend that someone affected by a failure to comply with the law make a complaint to the Attorney General's Office as soon as possible in order to start that process. In addition, I will continue to explore how we can, statutorily, ensure companies operating at Logan Airport are abiding by our state laws.

I expect that the information I have provided above should address whether JetBlue is subject to the Earned Sick Time Law in the instances that have raised a concern. If not, the Attorney General's Office is the appropriate forum in which you and your members should be able to resolve this dispute. If you and your members are unsuccessful in resolving this dispute either before or after contacting the Attorney General's Office, I will gladly work with you and them to determine what, if any, changes to the law should be made to protect employee rights relative to earned sick leave.

If you should have any questions or concerns, please do not hesitate to reach out to my office.

Sincerely,

Adrian C. Madaro  
State Representative