

December 17, 2004

New Massachusetts Law Protecting Employees Serving in the Military Becomes Effective December 22, 2004

As reported in Seyfarth Shaw's September 29, 2004 One Minute Memo, Massachusetts Governor Mitt Romney signed into law a bill barring job discrimination against current or prospective employees who are enrolled in any military reserve forces, including those in the National Guard and Reserve. This memo is a reminder that this new law becomes effective December 22, 2004.

Pursuant to this new law, employers may not deny employment, promotions, or benefits to employees who are enrolled in the armed forces because of their service. The new law also establishes a Commission on Veteran's Employment Opportunities charged with investigating discrimination complaints. The new law supplements and greatly expands the protections for reservists set forth in M.G.L. ch. 149 section 52A, which currently requires employers to provide 17 days leave in any calendar year to its employees who are members of the military reserves so that they may receive military training. For text of the new law, please [click here](#).