



The Small Necessities Leave Act (SNLA), M.G.L. c. 149 § 52D, grants an FMLA-eligible employee a total of 24 hours of unpaid leave during a 12-month period. Below is a SNLA Snapshot, which provides a brief refresher to help determine whether SNLA leave may be appropriate for an employee in your organization.

SNLA Snapshot

Amount of leave available	24 hours of leave per 12 month period
Covered entities	Employers with 50 or more employees within 75 mile radius
Employee length of service for eligibility	Employed at least 12 months preceding leave
Employee hours worked for eligibility	Provided 1,250 hours of service during previous 12 months
Calculation Methods	Calendar year, fixed year, rolling forward, rolling back
Notice required	7 days' notice if foreseeable, otherwise, "as is practicable"
Permitted Leave Types	Continuous, intermittent, reduced schedule

Covered Requests: Purposes for which SNLA leave may be taken:

- Participate in school events or activities
(such as parent-teacher conferences or school orientation) Yes
- Accompany son, daughter or elderly relative to
medical or dental appointments Yes
- Accompany elderly relative to appointments related to elder's
care, such as interviewing nursing homes or home health aides Yes

Covered Relationships

- Child, Son or Daughter Biological, adopted or foster child, stepchild, legal ward
or *in loco parentis*
- Elderly relative Person 60 years or older related by blood or marriage,
including a parent

~ Massachusetts Employment Law (MCLE, Inc. 3rd Ed., Supp. 2013)