

Royal Newsletter

Fall 2022

Volume 9, Issue 2

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Reminder

We can provide you with our diversity certifications to demonstrate that you do business with a certified woman-owned company.

Check Out Our Blog

[*Women In Labor*](#)

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Firm News



Amy Royal's Recent Accomplishments!

- Amy is now admitted in the State of New Hampshire
- Chosen as Finalist for BusinessWest's 2022 Alumni Achievement Award
- Finalist for Best Lawyer as published by the Daily Hampshire Gazette – Reader's Choice Awards
- Amy named Super Lawyer for 2022

In the Community

The Royal Law Firm sponsored the Center for Human Development's 50th Anniversary Celebration on October 20, 2022. Amy Royal serves as the President of the Board of Directors at CHD.

Royal sponsored The Children's Study Home, Inc.'s Annual Golf Tournament on August 9, 2022

Our firm opened a new office location in Bennington, Vermont! Current office locations are in Massachusetts, Connecticut, Rhode Island, and Vermont.

Employment Law Updates

Looking Ahead to 2023: Upcoming Changes

Increases in the Minimum Wage and Service Rate

Massachusetts employees making minimum wage are going to see a pay increase of 75 cents per hour, effective January 1, 2023, bringing their pay to \$15.00 per hour. This does not include agricultural workers whose pay remains at \$8.00 per hour. Workers under the service rate (those who provide services to customers and make more than \$20 a month in tips) will see an increase of 60 cents per hour, beginning in 2023, as the service rate is now \$6.75.

Changes to Massachusetts Paid Family and Medical Leave

In 2022, the maximum weekly benefit for Massachusetts Paid Family and Medical Leave is \$1,084.31, however in 2023, it will increase to \$1,129.82. Also, beginning in 2023, the contribution rate for employers with 25 or more covered individuals will decrease from 0.68% of eligible wages down to 0.63% of eligible wages. Employers should ensure that their wage deductions and contributions are adjusted accordingly. This is the second straight year the contribution rate has decreased.

Employees are still not permitted to use their accrued sick or vacation leave to "top off" their weekly benefit. While there may have been rumors that Massachusetts was planning to change this in 2023, no such change appears forthcoming.

If your business has any questions about any corporate or labor and employment law matters, please contact the attorneys at The Royal Law Firm at (413) 586-2288.

