DEFINITIONS

Change in Family Status
The following events are considered a valid change in status under IRS regulations.
- Change in legal marital status;
- Change in number of dependents;
- Change in employment status;
- Change in work schedule, which changes your eligibility for the program;
- Dependent satisfies or ceases to satisfy eligibility requirements;
- Significant change of residence or work-site; or
- Judgment, decree or order pertaining to child or spouse.

Massachusetts Maternity Leave Act (MMLA)
Under the MMLA an employee might be absent from employment for a period not exceeding eight weeks for the purpose of:
1. giving birth; or
2. adopting a child under the age of 18; or
3. adopting a child under the age of 23, if the child is mentally or physically disabled; and

The employee needs to give at least two weeks notice of her anticipated date of departure and intention to return to the employer.

The MMLA, by its terms, provides maternity leave to female employees only.