

## Massachusetts Employment Contract Templates (4)

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**MASSACHUSETTS EMPLOYMENT CONTRACT**

This employment agreement ("Agreement") is made and effective as of \_\_\_\_\_  
 20\_\_\_\_ by and between a(n) ☐ **Individual** ☐ **Business Entity** known as \_\_\_\_\_  
 having its principal place of business at \_\_\_\_\_, City of \_\_\_\_\_  
 \_\_\_\_\_, State of \_\_\_\_\_ ("Employer") and  
 \_\_\_\_\_ with a mailing address of \_\_\_\_\_, City of \_\_\_\_\_  
 \_\_\_\_\_, State of \_\_\_\_\_ ("Employee").

WHEREAS the Employer intends to hire the Employee for the position of \_\_\_\_\_ and the Employee desires to provide their services on the conditions set forth

IN CONSIDERATION of promises and other good and valuable consideration the parties agree to the following:

**I. Employee Duties.** The Employee agrees that they will act in accordance with this Agreement and with the best interests of the Employer in mind, which may or may not require them to present the best of their skills, experience, and talents, to perform all the duties required of the position. In carrying out the duties and responsibilities of their position, the Employee agrees to adhere to and any all policies, procedures, rules, regulations, as administered by the Employer. In addition, the Employee agrees to abide by all local, county, State, and Federal laws while employed by the Employer.

**II. Responsibilities.** The Employee shall be given the job title of \_\_\_\_\_  
 ("Position") which shall involve: \_\_\_\_\_  
 The Employer may also assign duties to the Employee from time to time by the Employer. The  
 Employee shall be expected to work ☐ full-time ☐ part-time

**III. Employment Period.** The Employer agrees to hire the Employee: (check one)

□ - **At-Will** which means this Agreement may be terminated at any time by either the Employee or Employer. After termination by any of the Parties, neither will have any obligation other than the non-disclosure of the Employer's proprietary information as outlined in Section XII and any non-complete listed in Section XIII.

- a.) **Employee's Termination.** The Employee shall have the right to terminate this Agreement by providing at least \_\_\_\_\_ days' notice. If the Employee should terminate this Agreement, he or she shall be entitled to severance, equal to their pay at the time of termination, for a period of \_\_\_\_\_.
- b.) **Employer's Termination.** The Employer shall have the right to terminate this Agreement by providing at least \_\_\_\_\_ days' notice. If the Employer should terminate this Agreement, the Employee shall be entitled to severance, equal to their pay at the time of termination, for a period of \_\_\_\_\_.

☐ - For a Specified Time-Period beginning on the \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_ and ending on the \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_. At the end of said time-period, both parties will no longer have any obligation to one another.



Employee's Initials - \_\_\_\_\_ Employer's Initials - \_\_\_\_\_ Page 3



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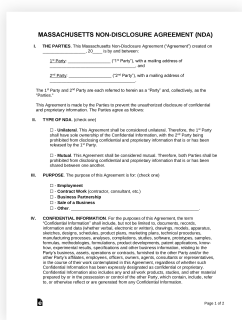
Updated July 14, 2023

## Chat

A **Massachusetts employment contract** is a written agreement between an employer and employee. The document must specify the type of compensation that the employee will receive and the duration of employment that is covered by the contract. Furthermore, the agreement should describe any benefits and/or paid leave that the subject will be afforded. Employers may also include non-disclosure or non-compete clauses to prohibit the employee from directly competing with their business or revealing trade secrets to competitors.

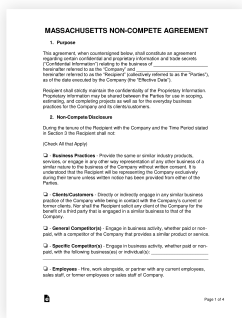
## Laws – Title XXI (Labor and Industries)

## By Type (4)



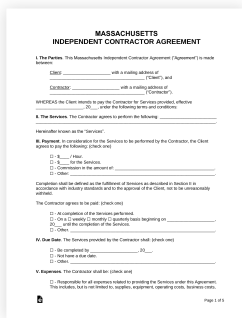
**Employee Non-Disclosure Agreement** – By having the employee sign this agreement, the employer ensures that they will not share company information or trade secrets with competing businesses.

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**Employee Non-Compete Agreement** – Prohibits the employee from entering into competition against the employer's business for a specific amount of time.

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**Independent Contractor Agreement** – An individual or business can use this document to specify the conditions, compensation, and period of engagement for a contract worker.

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A thumbnail image of the 'MASSACHUSETTS SUBCONTRACTOR AGREEMENT' form. The form is a legal document with multiple sections labeled I through VI, containing various fields for names, addresses, and dates, as well as checkboxes for different types of services and equipment.

**Subcontractor Agreement** – A contract worker will use this type of form to hire additional contractors for a project that they are working on.

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# What is an Employee?

**“Employee” Definition** – [Ch. 152 § 1\(4\)](#)

# At-Will Employment

**At-Will Employment** – Allowed with the exception of **“Public Policy”** and **“Good-Faith”** understandings.

# Income Tax Rate (Individual)

**Individual Income Tax** – 5% ([Ch. 62 § 4](#))

# Minimum Wage (\$/hr)

**Minimum Wage** – \$12.75 ([Commonwealth of Massachusetts](#))

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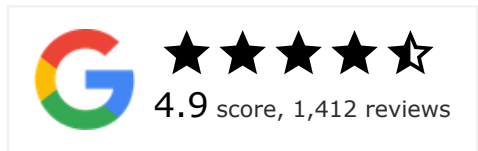
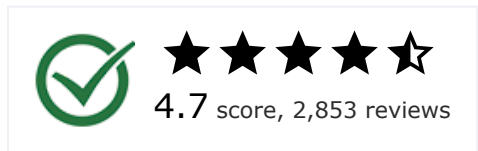
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