

# HOUSE . . . . . No. 4464

---

---

## The Commonwealth of Massachusetts

---

HOUSE OF REPRESENTATIVES, February 27, 2020.

The committee on Labor and Workforce Development, to whom was referred the petition (accompanied by bill, House, No. 3963) of Josh S. Cutler and others relative to wage transparency, reports recommending that the accompanying bill (House, No. 4464) ought to pass.

For the committee,

STEPHAN HAY.

**HOUSE . . . . . No. 4464**

---

---

**The Commonwealth of Massachusetts**

\_\_\_\_\_  
**In the One Hundred and Ninety-First General Court  
(2019-2020)**  
\_\_\_\_\_

An Act relative to wage transparency.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 Chapter 149 of the General Laws is hereby amended by inserting after section 105D the  
2 following section:-

3 Section 105E. (a) As used in this section, the following words shall have the following  
4 meanings: -

5 “pay scale” a salary or hourly wage range for such position.

6 “reasonable request” means a request made by an applicant for employment in such  
7 position upon an invitation to be interviewed or anytime thereafter during the hiring process, or a  
8 request made by an employee regarding said employee’s current position.

9 (b) An employer shall provide the pay scale for a particular employment position with  
10 said employer to an applicant for employment in such position or an employee holding such  
11 position upon a reasonable request made by said applicant or employee. This section shall apply

12 only to employers that are covered employers under the federal Family and Medical Leave Act  
13 of 1993, as amended, 29 U.S.C. 2601, et seq.

14 This section shall be enforced in the same manner as subsection (b) of chapter 149,  
15 Section 105A.