

HOUSE No. 3963

The Commonwealth of Massachusetts

PRESENTED BY:

Josh S. Cutler

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relative to wage transparency.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Josh S. Cutler</i>	<i>6th Plymouth</i>	<i>6/21/2019</i>
<i>Megan Driscoll Greenstein</i>	<i>416 Washington Street, Duxbury</i>	<i>6/21/2019</i>
<i>Bruce J. Ayers</i>	<i>1st Norfolk</i>	<i>6/25/2019</i>
<i>Carmine Lawrence Gentile</i>	<i>13th Middlesex</i>	<i>6/26/2019</i>
<i>Kay Khan</i>	<i>11th Middlesex</i>	<i>6/27/2019</i>
<i>Stephan Hay</i>	<i>3rd Worcester</i>	<i>6/27/2019</i>
<i>Denise Provost</i>	<i>27th Middlesex</i>	<i>6/27/2019</i>
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>	<i>6/27/2019</i>
<i>William J. Driscoll, Jr.</i>	<i>7th Norfolk</i>	<i>6/27/2019</i>
<i>Patrick M. O'Connor</i>	<i>Plymouth and Norfolk</i>	<i>6/28/2019</i>
<i>Mindy Domb</i>	<i>3rd Hampshire</i>	<i>6/28/2019</i>
<i>James K. Hawkins</i>	<i>2nd Bristol</i>	<i>6/28/2019</i>

HOUSE No. 3963

By Mr. Cutler of Duxbury, a petition (subject to Joint Rule 12) of Josh S. Cutler and others relative to wage transparency. Labor and Workforce Development.

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. An employer shall provide the pay scale for a particular employment
4 position with said employer to an applicant for employment in such position or an employee
5 holding such position upon a reasonable request made by said applicant or employee. This
6 section shall apply only to employers that are covered employers under the federal Family and
7 Medical Leave Act of 1993, as amended, 29 U.S.C. 2601, et seq.

8 For purposes of this section, “pay scale” means a salary or hourly wage range for such
9 position, and “reasonable request” means a request made by an applicant for employment in such
10 position after the applicant has completed an initial interview with the employer, or a request
11 made by an employee regarding said employee’s current position.