

**SENATE . . . . . No. 1208**

**The Commonwealth of Massachusetts**

PRESENTED BY:

***Patricia D. Jehlen***

*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:                     |                  |
|----------------------------|---------------------------------------|------------------|
| <i>Patricia D. Jehlen</i>  | <i>Second Middlesex</i>               |                  |
| <i>Kay Khan</i>            | <i>11th Middlesex</i>                 | <i>2/11/2021</i> |
| <i>James B. Eldridge</i>   | <i>Middlesex and Worcester</i>        | <i>2/11/2021</i> |
| <i>Rebecca L. Rausch</i>   | <i>Norfolk, Bristol and Middlesex</i> | <i>2/11/2021</i> |
| <i>Joseph A. Boncore</i>   | <i>First Suffolk and Middlesex</i>    | <i>2/11/2021</i> |
| <i>Carol A. Doherty</i>    | <i>3rd Bristol</i>                    | <i>2/22/2021</i> |
| <i>Patrick M. O'Connor</i> | <i>Plymouth and Norfolk</i>           | <i>3/2/2021</i>  |
| <i>Thomas M. Stanley</i>   | <i>9th Middlesex</i>                  | <i>3/16/2021</i> |
| <i>Brian M. Ashe</i>       | <i>2nd Hampden</i>                    | <i>3/16/2021</i> |
| <i>Sal N. DiDomenico</i>   | <i>Middlesex and Suffolk</i>          | <i>4/28/2021</i> |

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By Ms. Jehlen, a petition (accompanied by bill, Senate, No. 1208) of Patricia D. Jehlen, Kay Khan, James B. Eldridge, Rebecca L. Rausch and other members of the General Court for legislation relative to wage transparency. Labor and Workforce Development.

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[SIMILAR MATTER FILED IN PREVIOUS SESSION  
SEE HOUSE, NO. 3963 OF 2019-2020.]

**The Commonwealth of Massachusetts**

\_\_\_\_\_  
**In the One Hundred and Ninety-Second General Court  
(2021-2022)**  
\_\_\_\_\_

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.