

# The Pay Equity Bill



## S.2107 An Act to Establish Pay Equity

### Summary

- 1 This bill seeks to bridge the wage gap between male and female workers and people of color in the Commonwealth by ensuring equal pay for comparable work, establishing pay transparency and requiring fairness in hiring practices.
- 2 The bill encourages pay transparency, while ensuring that salary history is not used against employees when negotiating for a new job. The bill prohibits employers from banning employees from discussing or disclosing information about their own wages or the wages of other employees.
- 3 In addition, the bill includes several updates to the way a pay equity claim may be filed to make it easier for individuals to make timely claims and ease administrative barriers to filing a pay equity claim.

### The bill was sponsored by Senator Patricia D. Jehlen (D-Somerville)



**Senator Patricia D. Jehlen**  
@SenJehlen

Chair, Joint Committee on Elder Affairs  
Vice Chair, Joint Committee on Education



**Senator Karen E. Spilka**  
@KarenSpilka

Chair, Senate Committee on Ways and Means



**Senator Daniel A. Wolf**  
@SenatorDanWolf

Chair, Joint Committee on Labor and Workforce Development



This Legislation was passed on  
**January 28, 2016**

## STATUS



## Signed Into Law

According to the U.S. Bureau of Labor Statistics, a woman working full time in Massachusetts earns 82 cents for every dollar a man in Massachusetts earns. A report by the Institute for Women's Policy Research projects that the gender wage gap in Massachusetts will not close on its own until 2058.

# RESPONSE



- Boston Magazine

"Today is a historic day in Massachusetts and I would like to thank our legislative leaders in both the House and the Senate for recognizing the importance of working towards closing the gender wage gap. This bill supports working families, communities, and companies by ensuring equal pay for women and men. It will make Massachusetts more competitive in a global marketplace."

*Victoria Budson, chair of the Massachusetts Commission on the Status of Women*

"When President Kennedy signed the Equal Pay Act in 1963, women earned .59¢ to the dollar. It has been 53 years and we've closed the gap to .82¢. Massachusetts cannot - we will not- wait another second to finally achieve equal pay for equal work."

*- Senate President Stan Rosenberg*



# INFOGRAPHICS

## MASSACHUSETTS SENATE

# PASSES

An Act to Establish  
**Pay Equity**

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